



*Papplewick, Ascot*

## **Equal Opportunities Policy**

Promoting equal opportunities is fundamental to the aims and ethos of Papplewick Educational Trust Limited ('the School').

The School is committed to equal treatment for all pupils, regardless of age, race, disability, religion or belief ('protected characteristics').

### AIMS

The aims of this policy and the School's ethos as a whole are to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the School community
- Comply with the School's equality duties contained in the Equality Act 2010.

All members of the School community are expected to comply with this policy.

All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

### ADMISSION

The School treats every application for admission in a fair and equal way in accordance with this policy and with the School's Admissions Policy. Each application will be considered on its own merits in accordance with the School's selection criteria which include an applicant's character, ability and aptitude. The School accepts applications from all prospective pupils, irrespective of their disability, race, religion or belief (or lack of religion or belief) or special educational needs ('SEN').

Parents must inform the School when submitting the Registration Form of any special circumstances relating to their son which may affect their son's performance in the admissions process and/or their ability to fully participate in the education provided by the School. The School will not offer a place to a boy with disabilities if, after reasonable adjustments have been considered, the School cannot adequately cater for or meet their needs.

Scholarships and bursaries may be offered in order to make it possible for as many as possible who meet the School's admission criteria to attend the School. Bursaries are means tested awards offered to those who meet the School's admission criteria but may otherwise be unable

to attend the School due to financial hardship. Details of our provisions for bursaries can be obtained from the School's website or from the Registrar's office.

## EDUCATIONAL SERVICES

The School affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). The School will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

The School will:

- Treat all members of the School community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
- Endeavour to meet the needs of all boys and ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- Ensure that pupils with English as an additional language (EAL) and any pupils with an Education Health Care Plan receive the necessary educational and welfare support
- Monitor the admission and progress of pupils from different backgrounds
- Challenge inappropriate discriminatory behaviour by pupils and staff
- Offer all pupils access to all areas of the curriculum and a full range of extra-curricular activities
- Work with parents and external agencies where appropriate to combat and prevent discrimination in School
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Use the curriculum, assemblies and PSHE to:
  - Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
  - Promote positive images and role models to avoid prejudice and raise awareness of related issues.

Within our boarding community, we ensure that there is no discrimination against our boarders paying particular regard to the protected characteristics set out in the Equality Act 2010 or because of their cultural background, linguistic background, special educational needs, or academic or sporting ability. These factors are taken into account in the care of boarders, so that our care of them is sensitive to their different needs. (For clarification, the protected characteristics relevant to our pupils include: age, disability, race, religion or belief).

The School recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the School's Behaviour and Anti-bullying policies.

## RELIGIOUS BELIEF

Although the School's religious ethos is based on Christian values and tradition, the School is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and to the rights and freedoms of other members of the School community.

The Governors, through the Headmaster and the Senior Management Team, actively promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

#### REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

All pupils are required to wear a uniform. The Headmaster will consider requests from parents for variations in the uniform for reasons related to disability and/or on religious grounds, provided that they are consistent with the School's policy on health and safety and reasonable in all the circumstances including in light of the School's obligations under the Equality Act 2010.

#### REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY

The School has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure that they do not suffer a substantial disadvantage in comparison with other pupils.

Where the School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the School is able to make to avoid their son being put at a substantial disadvantage. The School will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to the School.

The School has an Accessibility Plan in place and a hard copy can be made available upon request to the Headmaster. This sets out the School's plans to increase the extent to which disabled pupils can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled pupils can take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

#### MONITORING AND REVIEW

The Headmaster and Bursar regularly monitor and review the content and effectiveness of this policy.

#### BREACH OF THIS POLICY

Pupils who are in breach of this policy may be sanctioned in accordance with the School's Behaviour and Anti-bullying Policies.