

## **DISCRIMINATION AND EQUAL OPPORTUNITIES (For Boys)**

Promoting equal opportunities is fundamental to the aims and ethos of Tonbridge School. The School is committed to equal treatment for all boys, regardless of disability, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation (the relevant 'protected characteristics' for the School).

This Policy should be read in conjunction with the policies listed below:

- Admissions Policy;
- Accessibility Plan;
- Anti-bullying Policy;
- Behaviour, Rewards and Sanctions Policy;
- Special Educational Needs and Disabilities policy.

### **AIMS**

The aims of this policy and the School's ethos is 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.

### **ADMISSIONS**

The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy, although as an academically selective School, each application will be considered on its merits in accordance with the School's selection criteria based on an applicant's ability and aptitude. The School considers applications from all prospective boys irrespective of their disability, pregnancy and maternity, 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 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 his needs.

### **EDUCATIONAL SERVICES**

The School affords all boys access to educational provision including all benefits, services and facilities, irrespective of any relevant protected characteristic (subject to the School's reasonable adjustments duty and considerations of safety and welfare). The School will not discriminate against a boy on the grounds of any protected characteristic by excluding him or subjecting him 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 boys with English as an Additional Language and boys with an Education Health Care Plan receive necessary educational and welfare support;
- Challenge inappropriate discriminatory behaviour by boys and staff;
- Offer all boys access to all areas of the curriculum and a full range of co-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, seminars, PSHEE and other initiatives such as societies or lectures 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.

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

## **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 the rights and freedoms of other members of the School community. The Governing Body, through the Senior Team, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

## **REASONABLE ADJUSTMENTS FOR BOYS WITH A DISABILITY**

The School has an ongoing duty to make reasonable adjustments for boys with a disability to ensure they do not suffer a substantial disadvantage in comparison with other boys. 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 boy's disability and the resources available to the School.

The School has an Accessibility Plan in place which can be found on the School website, and a hard copy can be made available upon request. This sets out the School's plan to increase the extent to which disabled boys can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled boys are able to take advantage of education

and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled boys of information which is readily accessible to boys who are not disabled.

### **BREACHES OF THIS POLICY**

Boys who are in breach of this policy may be sanctioned in accordance with the School's Behaviour, Rewards and Sanctions Policy. Staff who are in breach of this policy may be subject to disciplinary action, as detailed in the School's Disciplinary Policy and Procedures policies (for academic and support staff).