



**Academic Year 2019 – 20**

**Equal Opportunities (Pupils) Policy**

Name of Policy:	<b>Cross Campus Equal Opportunities (Pupils) Policy</b>
Date of Policy Revision:	May 2019
Revised by:	The Legal Advisor ; College Deputy Head Pastoral ; SMH Assistant Head Pastoral
Approval Body: Date Approved:	The Executive Team September 2019
Date of next revision and by whom	Summer 2020 <ul style="list-style-type: none"><li>• The College Deputy Head Pastoral</li><li>• SMH Assistant Head Pastoral</li></ul>
Location(s) where Policy can be found	<p><input checked="" type="checkbox"/> Yes ISI Portal</p> <p><input checked="" type="checkbox"/> Yes Stonyhurst Website</p> <p><input checked="" type="checkbox"/> Yes Intranet</p> <p><input checked="" type="checkbox"/> Yes Hard copies in the following rooms:</p> <ul style="list-style-type: none"> <li>❖ Compliance &amp; Legal Support</li> <li>❖ Headmaster’s PA</li> <li>❖ SMH Headmaster’s PA</li> <li>❖ Bursar’s PA</li> </ul>

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## **Stonyhurst Equal Opportunities Policy (Pupils)**

Stonyhurst (Stonyhurst College and Stonyhurst Saint Mary's Hall) is committed to ensuring equality. All pupils deserve and have the right to receive a fair, broad and balanced curriculum irrespective of: gender; race; religion and belief; cultural background; linguistic background; sexual orientation; gender reassignment; pregnancy and maternity; marriage and civil partnership status; SEN and disability.

Stonyhurst complies with the relevant requirements of the Equality Act, encouraging and promoting respect for other people, paying particular regard to the protected characteristics set out in the Equality Act 2010 (updated 2016). Stonyhurst aims to prepare students for living in a complex global and multi-cultural society.

As a Catholic school, faith may be taken into account in deciding admission, in accordance with our current admissions policy.

Stonyhurst is an equal opportunities employer and we have a separate policy which applies to staff and job applicants.

To achieve equality of opportunity Stonyhurst makes best endeavours to:

- Provide a clear and transparent Admissions process. Stonyhurst actively seeks to promote a richly diverse pupil population
- Provide a broad and balanced curriculum with equal access to learning for all pupils appropriate to their individual needs and aspirations
- Place equal value on each student irrespective of: gender, pregnancy or maternity, race, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, pregnancy and maternity; marriage and civil partnership status; SEN and disability
- Challenge unpleasant behaviour or language targeted at others based on differences and any discriminatory and/or inappropriate attitudes or racist views
- Foster positive attitudes towards all people through the celebration of difference and inclusion
- Promote cultural diversity as a positive advantage
- Promote justice, equality of opportunity and fair treatment for all
- Provide a safe and welcoming place for all pupils
- Enable pupils to acquire an appreciation and respect for their own and other cultures and religions
- Avoid any reinforcement of stereotypical views of groups within society
- 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.
- Encourage respect for democracy and support for the participation in the democratic process, including respect for the basis on which the law is made and applied in the United Kingdom
- Preclude the promotion of partisan political views in the teaching of any subject in the school
- Take such steps as are reasonably practicable to ensure that where political / socio political issues are brought to the attention of the pupil that they are offered in a balanced way with presentation of differing and/or opposing views
- Consult with pupils regularly about their experience through various pupil groups/councils and pupil surveys. Pupils are also encouraged to discuss any issues of concern, at any time, with their tutor.

This policy should be read alongside the following other Stonyhurst College and Saint Mary's Hall Policies:

- Admissions Policy
- Safeguarding Policy
- Behaviour Policy
- Anti-bullying Policy
- SEND and EAL Policies
- Policy for the provision for pupils with particular religious, dietary, language or cultural needs □  
Accessibility Policy and Plan
- Gender Re-assignment Statement □ Complaints Policy

### **Breaches of this policy**

Stonyhurst takes a strict approach to breaches of this policy. If you believe that you (if you are a pupil) or your child (if you are a parent or carer of a pupil) has suffered discrimination you can raise the matter through our complaints process. Complaints will be treated in confidence and investigated as appropriate.

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