



## **EQUAL OPPORTUNITIES POLICY**

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THIS POLICY APPLIES TO MILLFIELD, MILLFIELD ENTERPRISES, MILLFIELD PREP SCHOOL AND MILLFIELD PRE-PREP SCHOOL (INCLUDING EYFS) (TOGETHER REFERRED TO IN THIS POLICY AS "MILLFIELD").

Millfield is committed to equal treatment for all children, staff and members of the school community regardless of age, disability, gender reassignment, marriage or civil partnership status, race, religion or belief, sex, sexual orientation, or pregnancy or maternity ('protected characteristics'). Promoting equal opportunities is fundamental to the aims and ethos of the School.

### AIMS

The aims of this policy and Millfield'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 Millfield's equality duties contained in the Equality Act 2010.
- Ensure that children and staff recognise that discrimination on the basis of age, disability, gender reassignment, marriage or civil partnership status, race including colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation, being pregnant or having a child, is not acceptable.
- Provide a happy and caring environment in which all children and staff feel safe enough to express and question views. To work towards the elimination of discrimination and harassment by promoting positive attitudes to encourage respect and appreciation of each person as an individual.
- Ensure that all children and staff feel valued and supported.
- Ensure that the principles and practice of equal opportunities apply to all members of the school community: children; staff; parents; governors and visitors.
- Educate, develop and prepare all children for life whatever their gender, colour, origin, culture, religion, sexual orientation, gender identity or ability.
- Develop children's education and care in relation to their needs and abilities.

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 Millfield's ethos of tolerance and respect.

### ADMISSION

Millfield treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy.

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

## EDUCATIONAL SERVICES

Millfield affords all children 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). Millfield will not discriminate against a student on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

Millfield 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 children and ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- Ensure that children with English as an additional language and children with an Education Health Care Plan receive necessary educational and welfare support
- Monitor the admission and progress of children from different backgrounds
- Challenge inappropriate discriminatory behaviour by children and staff
- Offer all children 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 the school
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Use the curriculum, assemblies and PSHEE to:
  - o Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
  - o Promote positive images and role models to avoid prejudice and raise awareness of related issues.

Millfield 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.

## REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY

Millfield has an ongoing duty to make reasonable adjustments for children with a disability to ensure they do not suffer a substantial disadvantage in comparison with other children.

Where Millfield 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 child being put at a substantial disadvantage. Millfield will carefully consider any proposals for auxiliary aids and services in light of a child's disability and the resources available to the School. Further information on Millfield's reasonable adjustments duty can be found in the School's Additional Educational Needs Policy.

Millfield has an Accessibility Plan in place. This sets out the School's plan to increase the extent to which disabled children can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled children are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled children of information which is readily accessible to children who are not disabled.

### TRANSGENDER CONSIDERATIONS

In order to minimise the distress and disruption to all Millfield staff and children, we will:

- Provide an inclusive environment for any transgender staff member or child.
- Ensure all staff and Governors deal with transgender matters inclusively and sensitively.

In addition, Millfield will:

- Make reasonable adjustments to accommodate absence requests for treatment in line with the absence policy. Sensitive care will be taken when recording the reason for absence.
- Deal with transphobia bullying in line with the Millfield anti-bullying policy.
- Respect any change of name requested by a transgender child or member of staff.
- Allow any gender specific vaccinations to be carried out at the Medical Centre.
- Consider any additional needs of transgender staff or children in order for them to take part in school trips.

### REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

All staff and children are required to comply with Millfield's uniform policy. The Head will consider requests from staff, parents and children for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with Millfield's policy on health and safety and it is reasonable in all the circumstances including in light of Millfield's obligations under the Equality Act 2010.

### RELIGIOUS BELIEF

Millfield is inclusive and welcomes and respects the rights and freedoms of individuals from all 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. We seek to promote an ethos of tolerance based on understanding of, and respect for, the beliefs and practices of others. The Chaplaincy is dedicated for multi-faith use, the Chaplain gives active support to all faith groups within the school.

The governing body, through the senior leadership 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.

### STAFF APPOINTMENTS

A recruitment policy is in place which aims to produce an appointment process without any direct or indirect discrimination. In all staff appointments the best candidate will be appointed based on professional criteria and the requirements of the job description/person specification. The principles of equal treatment guide the way we induct, train, promote and generally manage all our staff.

### AWARENESS OF POLICY

Staff, parents and children will be made aware of the school's commitment to equal opportunities and that the school has an equal opportunities policy. This will be made clear to staff and new children at their induction into the school. The Personal, Social and Health Education programme and staff development training will support our commitment to equal treatment for all.

### BREACH OF THIS POLICY

All cases of discrimination or prejudice are taken seriously and dealt with, as appropriate, in accordance with the School's policies, including the Behaviour Policy, the Anti-bullying Policy and staff disciplinary procedures. Any member of the school community acting in a manner contrary to the letter or spirit of this policy will be made aware of the unacceptable nature of their behaviour.

If the behaviour is regarded as pre-meditated, severe or regular children/staff will be subject to disciplinary procedures. In appropriate circumstances suspension/dismissal will be considered. In other cases, children will be seen by their Head of Year and/or Housemaster/mistress (or Houseparent at Prep School) and staff will be spoken to by their Head of Department or a senior member of staff. Their conversations will aim to encourage change in a supportive manner and reinforce the principles of this policy.

#### COMPLAINTS

If a child considers that they have been subjected to discrimination which is in conflict with the policy, they, their parent, or guardian should follow the School's complaints procedure, a copy of which is available on the School's website. Any member of staff who considers that they have been subjected to discrimination which is in conflict with the policy should register a complaint in accordance with the relevant Grievance Procedure. All reported breaches of this policy will be recorded, and this record will be reviewed annually by the Finance Director.

#### MONITORING AND REVIEW

All staff, and especially those with management responsibility, have an obligation to ensure that the policy is both known and implemented throughout the school.

The School monitors applicants' gender, race, disability and religious belief as part of the Admissions procedure, this helps to ensure and encourage diversity in the School. We also maintain records of this data in an anonymised format solely for the purposes stated in this policy.

The Finance Director is responsible for the on-going monitoring and regular analysis of the data and will ensure steps are taken to eliminate unlawful direct and indirect discrimination where necessary.

The Finance Director is also responsible for evaluating whether the aims of this Policy are carried out throughout all areas of the School and taking appropriate action where necessary. This policy is reviewed annually by the Finance Director with the Executive Group to ensure its effectiveness. Recommendations for any amendments are reported to the Board of Governors.

Policy owner	Finance Director
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Audited by Governor Committee	Audit
Audited on	February 2020
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