



## **Policy on Equal Opportunities**

### **This policy also applies to EYFS**

This policy should be read in conjunction with all the school's policies, including the Admissions Policy, the Discipline and Sanctions Policy, the Learning Support Policy, the Inclusion Policy, and the Anti-Bullying Policy.

Aldwickbury School is committed to equal treatment for all irrespective of their age, gender, sexual orientation, creed or ethnicity, language, any disability and social background. All pupils have the opportunity to have equality of access to all areas of the curriculum, both academic and in the wider co-curricular life.

The principles of equal treatment guide our approach both to the admission of pupils and to the establishment of our expectations of our pupils during their time at the school. Pupils are valued for their diversity and differences and encouraged to respect all members of the school community. The principles of equal treatment also guide the way we recruit, induct, train, promote and generally manage all our employees.

In the EYFS, the Head of Pre-Prep liaises with the Head of Individual Development. The school fulfils its duties under the SEND 0 – 25 Code of Practice (Last update January 2015) and Equalities Act (2010) and has in place an Accessibility Plan which, over time and when appropriate and reasonable, will increase access for disabled pupils to the school curriculum, improve access to the physical environment and improve the delivery of written information to disabled pupils. This is reviewed on an annual basis. We have regard to the SEND Code of Practice and have procedures to meet the needs of pupils and for those whom English is not their first language. At Aldwickbury we also recognise that high achieving pupils in one or more academic subjects benefit from an effective and planned differentiation programme and enrichment activities. Those pupils who have a particular skill and ability in discrete areas such as art, music, drama, sport etc. are identified by their subject teachers and have their programme monitored.

Aldwickbury is an inclusive school committed to providing a learning environment which ensures equality of opportunity for all pupils enabling them to achieve. We are particularly proud of our 'sport for all' agenda and regularly field teams encompassing whole year groups. We encourage a respect for moral values and promote the spiritual, moral, social, cultural, academic and physical development of all our pupils, including a tolerance of other religions, traditions and cultures.

We work together with parents for the good of each pupil. The promotion of equal treatment for all pupils is discussed at staff meetings and our Aldwickbury Values of respect, co-operation, fairness, kindness and integrity are embedded in the everyday life of the school.

Any person who believes that he or she is being treated less favourably on the grounds set out in this policy, should raise the matter in accordance with the school's Grievance or Complaints Procedure. All complaints will be treated seriously and in confidence. Any complaints which have been upheld will be treated seriously and the relevant disciplinary procedure followed.

Headmaster  
Reviewed October 2013

**Updated Director of Studies/Head of Individual Development**  
November 2019