

EQUAL OPPORTUNITIES POLICY - PUPILS

Owner: JAP
Reviewed: June 2021
Next Review: June 2022

Introduction

This School has a positive commitment to equal opportunities.

The School promotes equality of opportunity, believing that all pupils should be given an equal opportunity to fulfil their learning potential.

Aims and Objectives of this Policy

The aims of this Policy and the School's ethos as a whole is to:

- Eliminate unlawful discrimination on the grounds of race, religion or belief, disability, gender, sexual orientation, gender reassignment, pregnancy or maternity. However, the Equality Act 2010 allows as exceptions to discrimination provision the content of the curriculum, collective worship and admissions to single sex schools.
- Promote equal access to the full range of educational opportunities provided by the School and strives to ensure that the needs of each individual should be met in an appropriate way.
- Strive to remove any forms of indirect discrimination that may form barriers to learning for some groups, promoting an environment free from prejudice and discrimination. Challenge inappropriate discriminatory behaviour by pupils and staff.
- Increase awareness that prejudice and stereotyping are often caused by poor self-image and by ignorance. Through positive educational experiences and support for each individual's point of view, the School aims to promote positive social attitudes and respect for all.
- Recognise and value the significant positive contributions that diverse cultures, races and religions have historically made to society, valuing each pupil's worth and recognising the contribution that their diversity of experience, ability and interests adds to the life of the School and the wider community.
- Through the School's well-developed system of pastoral care, to enable each pupil to feel valued, supported, and understood, within a community which promotes equality and justice.

Compliance

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.

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 Anti-bullying Policies and pupils who are in breach of this Policy may be sanctioned in accordance with the School's Policies to Promote Good Behaviour.

1. Racial Equality

LEH strives to:

- Eliminate all forms of racism and racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial and ethnic groups
- Make the School welcoming to all minority groups
- Ensure that the School's curriculum reflects the attitudes, values and respect that the School has for minority ethnic groups

2. Disability Non-discrimination

The definition of the term 'disabled' is broad and there is overlap with pupils with special educational needs.

LEH has an ongoing duty:

- To make reasonable adjustments for disabled pupils so that they are not at a substantial disadvantage. 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 child being put at a substantial disadvantage. See the School's Policies on Learning Difficulties and Disabilities & Special Educational Needs (Senior and Junior).
- Not to treat disabled pupils less favourably for a reason related to their disability.
- To require its teachers to modify their teaching and learning styles appropriately for any pupil with a disability.

LEH has a three-year Accessibility Plan (2018-21) in place which is reviewed as required and at least once per annum.

3. Religion or belief

- The School is a Christian foundation but welcomes pupils of all faiths and none. It aims to recognise and value the positive contributions that diverse religions make to society.
- The School 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.

4. Gender and gender reassignment

- The School aims to challenge sexist stereotypes and to promote positive and non-stereotypical role models.

5. Sexual orientation

- Within the PSHE curriculum, relationship and sex education teaches pupils to understand human sexuality and to respect the sexual orientation of others.

See also:

- Policies on Anti-Bullying (Senior and Junior)
- Policies to Promote Good Behaviour (Senior and Junior)
- Policies On Learning Difficulties and Disabilities & Special Educational Needs (Senior and Junior)
- Policies for Admissions (Internal and External)
- Accessibility Plan (2018 -21)