



EQUALITY POLICY

This policy refers to both Wellington Senior School and Wellington Prep School

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Author	Head
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Website	Yes

BACKGROUND

Promoting equal opportunities is fundamental to the aims and ethos of Wellington School. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual and always aim to provide a comfortable and welcoming atmosphere, where each individual feels valued and can flourish.

AIMS

The aims of this policy and the school's ethos as a whole is to:

- Communicate the School's commitment to the promotion of equal opportunities for its pupils
- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the School community
- Create and maintain an open and supportive environment, free from discrimination
- Foster mutual tolerance and positive attitudes so that everyone can feel valued within the School
- Comply with the School's equality duties contained in the Equality Act 2010.
- Remove or help to overcome barriers for pupils where they already exist
- Enforce that all discrimination on the grounds of a protected characteristic is unacceptable and will not be tolerated.

All members of the School community are expected to comply with this policy and treat others with dignity at all times.

All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

REGULATORY FRAMEWORK

This policy has been prepared to meet the School's obligations under the:

- Equality Act 2010
- Statutory Framework of the Early Years Foundation Stage 2017
- Children and Families Act 2014
- Education (Independent School Standards) Regulations 2014.

This policy has regard to the following statutory guidance and advice:

- Equality Act 2010 explanatory notes
- Equality and Human Rights Commission Technical Guidance for Schools in England (2014)
- Working Together to Safeguard Children (July 2018)

- Keeping Children Safe in Education (September 2023)

This policy should be read in conjunction with the following:

- Admissions Policy
- Behaviour Policy
- Anti-bullying Policy
- Promoting Good Behaviour Policy
- Exclusions Policy
- Accessibility Plan
- Harassment, Victimisation & Bullying Policy
- Learning Support Policy
- Trans Equality Policy
- Safer Recruitment Policy

ADMISSIONS

Wellington School is committed to being an equal opportunities school and is committed to equal treatment for all, regardless of race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity ('protected characteristics'). Whilst striving to be as inclusive as possible, we remain an academically selective school but will consider each application on its merits in accordance with the School's selection criteria based on an applicant's ability and aptitude. We believe that a pupil must be able fully to access our curriculum in order to be happy and thrive at Wellington School.

We welcome applications from pupils with special needs and disabilities and refer parents to our Learning Support Policy covering Special Education Needs (SEN), learning difficulties, disability and accessibility.

Parents must inform the School 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. The School will not offer a place to a child with disabilities if, after reasonable adjustments have been considered, the School cannot adequately cater for their needs.

Bursaries are means tested awards offered, within the limitations of our finances, to those who meet the School's admission criteria but may otherwise be unable to attend the School due to financial hardship. We are striving to increase our bursary fund through the School Foundation. Details of our provision for bursaries can be found on our website or obtained from the Finance office.

EDUCATIONAL SERVICES

The School affords all pupils 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). The School will not discriminate

against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

The Head, the Leadership Team, Management Teams, pastoral staff, heads of year, heads of house, and the medical staff play an active role in monitoring the implementation of Wellington School's policy on equal opportunities.

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 children and ensure that there is no unlawful discrimination on the grounds of any protected characteristics;
- Ensure that pupils with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support;
- Monitor the admission and progress of pupils from different backgrounds;
- Challenge inappropriate discriminatory behaviour by pupils and staff;
- Encourage children to work and play freely and have respect for all other pupils irrespective of any protected characteristic;
- Offer all pupils 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 is made of assemblies, Chapel, PSHEE, RS, Drama, English and other subjects, as well as in many aspects of the co-curriculum 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;
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised;
- Understand why and how we will deal with offensive language and behaviour;
- Understand why we will deal with any incidents promptly and in a sensitive manner.

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 (including cyberbullying) is unacceptable and will be dealt with in accordance with the School's Promoting Good Behaviour and Anti-Bullying policies.

A successful equality policy requires strong and positive support from parents and guardians, and full acceptance of the School's ethos of tolerance and respect.

MONITORING

As part of the monitoring process, we invite all parents who accept a place for their child at the School to complete an ethnic monitoring form for their child. The data is logged on iSAMS and can be made available to Governors upon request.

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the academic and social demands of Wellington School pupils must have a proficient level in English. The offer of a place may be conditional on the pupil receiving tuition in English as an Additional Language (EAL), which the School can arrange at the parents' expense.

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 Board, through the 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.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

All pupils are required to wear a uniform until Year 12, and a strict "business dress" code operates for Years 12 and 13. The Head will consider requests from parents and pupils for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with the School's policy on health and safety and that such requests are reasonable in all the circumstances including in light of the School's obligations under the Equality Act 2010.

The School's Trans Equality Policy is available on request from the School office.

Where there is uncertainty as to whether an item may be worn to School, parents are encouraged to discuss the matter with the Head, in advance.

REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY

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

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. The School will carefully consider any proposals for auxiliary aids and services in light of a pupil'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 pupils can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the School and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

PROVISION FOR PUPILS WITH PARTICULAR DIETARY NEEDS

Wellington School is committed to providing freshly prepared nutritious food. We serve in a multicultural and multi faith environment and we cater for pupils, parents and visitors who have specific dietary requirements, including those due to religious observance.

Prior to joining the School each new pupil's parents / guardians will be sent a Pastoral Information form to identify pupils with dietary, religious, or cultural needs. This enables the School to cater for and ensure that all dietary needs are appropriately met.

MONITORING AND REVIEW

The Head will monitor and review the effectiveness of this policy and report to the governors annually on the policy's effectiveness in practice.

BREACH OF THIS POLICY

Pupils who are in breach of this policy may be sanctioned in accordance with the School's Promoting Good Behaviour Policy.

If you believe that your child has received less favourable treatment as a result of a protected characteristic, or if you feel that this policy has been breached in any way to a child's detriment you are encouraged to raise the matter through the School's Complaints Procedure, which is available on the School's website