



DAUNTSEY'S SCHOOL

EQUAL OPPORTUNITIES POLICY (PUPILS)

POLICY AIMS

Dauntsey's is an equal opportunities school. The School has a Christian ethos but welcomes staff and children from many different ethnic groups and creeds and human rights and freedoms are respected. We value and treat all pupils equally and aim to provide an environment in which all can achieve their full potential, regardless of gender, colour, religion or belief, gender reassignment, sexual orientation, pregnancy, maternity, race, or disability. We regard it as unacceptable to discriminate against anyone on these grounds. All staff are committed to meet the specific needs of each pupil, to respond to changing needs, and to acknowledge and value all linguistic, religious, gender, ethnic and cultural backgrounds. The School complies with the Special Educational Needs and Disability Act 2001, as well as Schedule 10 of the Equality Act 2010, in order to accommodate the needs of applicants and allow them access to the curriculum and public examinations.

PROCEDURES

All pupils are requested to co-operate to ensure that the policy is implemented in full. The School aims to manage pupil problems fairly.

ADMISSIONS

The School's admission criteria are objective and are consistently applied. They focus on the prospective pupil's academic and all-round potential and their school record. Race, gender, religion, ethnic or national origin or disability are not part of the criteria applied.

EDUCATION

All members of staff share a responsibility for creating an educational environment that does not undermine the Fundamental British Values (FBVs) of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs, and which promotes the Spiritual, Moral, Social and Cultural (SMSC) development of pupils.

The School fosters an atmosphere that shows dignity for, respect of, tolerance towards and an appreciation of diversity in all pupils, staff and members of the wider community. The school actively promotes Equality, Diversity and Inclusion (EDI) which is led by the School's EDI lead. Interaction should nurture an atmosphere free from ageism, racism, religious intolerance, sexism, homophobia, harassment, discrimination against those with disabling conditions and/or discrimination based upon an individual's political views or beliefs. Pupils, parents and staff are made aware of this policy.

Excellent teaching should involve discussion and debate. During such times, staff must be mindful to present nonpartisan views. Staff should encourage pupils to feel free to express themselves in ways that promote openness within a diverse society but also be clear that views expressed must not undermine the Fundamental British Values outlined above.

All pupils, including boarders, should be expected and encouraged to show mutual respect and tolerance of those with different faiths and beliefs, have due regard for the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and to foster a sense of responsibility to help create an environment that supports the values of the School and British Society.

DISCIPLINE

Any pupil who discriminates against or harasses any other pupil or member of staff, will be subject to the School's disciplinary procedures. Such behaviour could result in the pupil being asked to leave the School.

GRIEVANCES

Any pupil (or their parents on their behalf) who believes he or she has received less favourable treatment on grounds of race, gender, ethnic origin or disability should first raise the issue with his or her Housemaster/mistress. Any such report will be fully investigated.

If the pupil or their parents are not satisfied with the manner in which the issue has been dealt with, then the School's Complaints Procedure should be followed (this is available on the School's website).

H. D. Thomas
Deputy Head (Pastoral)

Reviewed: July 2024
Next Review: July 2025