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|  | <p>Policy Name: <b>Equal Opportunities for Pupils</b></p> <p>Owner: Senior Deputy Head</p> <p>Review Date: September 2025      Next Review Date: September 2026</p> <p>This policy will be revised as regulations or review demands</p> |
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Promoting equal opportunities is fundamental to the aims and ethos of Mayfield as a Catholic School. This commitment is shared by all members of staff and Governors. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our girls for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish. Our fundamental objective is to nurture the identity of all students.

Mayfield School is committed to equal treatment for all, regardless of an individual's race, sex, ethnicity, religion or belief, sexual orientation, age, disability, learning difficulty, body image or social background. We believe that the educational experience can only be enriched if children are girls to as wide a range of cultural experiences as possible whilst they are developing.

We also welcome applications from pupils with special needs and disabilities and refer parents to our Policies covering Special Education Needs and Disability (SEND) and Accessibility.

Bursaries are offered in order to make it possible for as many as possible who meet the School's admission criteria to attend the School. (Details of our provision for bursaries can be found on the admissions section of the website or in the Financial Assistance with School Fees Policy).

## CODE OF CONDUCT

The Headmistress, the Senior Leadership Team, Wider Senior Management Team, the pastoral staff, the Boarding House Staff, the Lay Chaplain and the Medical staff play an active role in monitoring the implementation of the School's Policy on Equal Opportunities.

To raise awareness of equal treatment for all and to encourage respect for other people, paying particular regard to the protected characteristics set out in Chapter 1 of Part 2 of the Equality Act 2010, Mayfield will make use of Assemblies and Liturgies, Black History Month, Anti Bullying Week, Cultural and Historical celebrations including Cultural Awareness Day, Personal Development, Lifeskills, RE, Drama, English and all other lessons to:

- Promote tolerance of each other and respect for each other's position within the whole School community.
- 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.

Awareness of the importance of celebrating our ethnically diverse society are highlighted through, but not limited to, events such as Black History Month, Cultural Awareness Day, as well as embedded student voice forums such as the School Council and the Diversity and Inclusion Forum.

Discriminatory harassment in all its forms is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. Teaching staff attend regular INSET sessions on equal opportunities.

A successful Equal Opportunities Policy requires strong and positive support from parent and guardians, and full acceptance of the School's ethos of tolerance and respect.

## HOW THE SCHOOL WILL RESPOND

Any and all acts of discrimination on any of the 'protected characteristics', whether they appear serious or not, must be responded to. Staff are expected to challenge racist attitudes and behaviour and to uphold the fundamental British values of tolerance and inclusion. Failure to challenge any form of prejudice, especially on the part of adults, can be viewed by the pupils as condoning it. It is the responsibility of the individual who hears or witnesses an expression of a discriminatory nature to judge the impact and seriousness of the incident.

Action to be taken:

- Challenge those involved unless a member of staff is either the victim or the perpetrator. In this case the matter must be reported directly to HR or a member of the Senior Leadership Team.
- All pupils in the School have a responsibility to act and to report. **If in doubt, TALK TO A MEMBER OF STAFF OR TO A PREFECT. What you must not do is DO NOTHING.**
- If distress caused to the pupil is evident, the incident must be reported to a member of staff who will fill in the relevant details on MyConcern, where it will be dealt with by relevant staff dealing with the pastoral care of both sides of the case.
- As part of the initial reporting, incidents will be categorised on MyConcern, so any patterns of behaviour can be detected and addressed.
- In the case of a serious case of harassment the School will seek advice from the Police Liaison Officer before any contact with parents is made.

## MONITORING

Mayfield School monitors its Equal Opportunities Policy regularly and reports to the Governors annually in order to ensure its effectiveness. Although Mayfield is a Catholic School, we welcome pupils of all faiths and offer the opportunity for pupils to practise their own faiths. We do not select for entry solely on the basis of religious belief (see Admissions Policy). The Headmistress will consider written requests from parents and guardians for variations in the uniform on religious grounds that are consistent with the School's ethos and its policy on health and safety. The Headmistress may take expert advice and will normally arrange to meet with the parents to discuss the implications of such a request.

## COMPLAINTS

We hope that you and your child do not have any complaints about the operation of our Equal Opportunities Policy; but a copy of the School's Complaints Procedure is available on the School website and can be sent to you on request.

Related Policies:

- Anti Bullying Policy
- Behaviour, Rewards, Consequences and Pupil Voice policy
- Accessibility Policy;
- SEND Policy;
- Equal Opportunities Policy – Staff;
- Complaints Policy;
- Code of Conduct- Pupil/Staff.