DULWICH COLLEGE
FOUNDED 1619

EQUAL OPPORTUNITIES AND INCLUSION POLICY (PUPILS)

The College and its Community

The College recognises the values of inclusion and aims to make available to all pupils an educational experience that is rich, humane, diverse, and inclusive so that all members of the College enjoy a sense of belonging, community, and value at Dulwich.

We want all our pupils to look forward to coming to school knowing that they will receive support, encouragement, and care.

The term 'College Community' includes the whole College (including DUCKS) and its staff, pupils, parents, visitors, and volunteers.

The College's Commitments to Inclusion:

Dulwich College is committed to fostering a culture of tolerance and inclusion where diversity is valued and where no member of the College feels undermined on account of difference or perceived difference. We do not tolerate discrimination on the grounds of race, sex, gender, disability or sexual orientation, or religious belief.

The College is committed to being an equal opportunities education provider and is committed to equality of opportunity for all members of the College Community.

In the provision of equal opportunities for all, the College recognises and accepts its responsibilities under the law and opposes discrimination on the basis of protected characteristics these include:

- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marital or civil partnership
- age

Pupils will be taught to value and respect others.

The College also opposes all bullying and unlawful discrimination on the basis that a person has a special educational need (SEN) or disability, or because English is an additional language.

The College aims to ensure that all policies and practices support the principle of equal opportunity and tackle inappropriate attitudes and practices through the curriculum, the Wellbeing programme, and through policies that protect the vulnerable. The College aims to communicate our ethos in a clear way, and through staff leading by example in a supportive College Community.

This Equal Opportunities and Inclusion Policy is consistent with all of the College's policies, including the Admissions Policies, Behaviour Policies, the Code of Conduct, Anti-Bullying Policies, Accessibility Plans and the Learning Support Policies.

Policy statement

This policy applies to all members of the College Community.

The College is committed to:

- inclusion, tolerance, and equal opportunities and treatment
- creating and maintaining an open and supportive environment which is free from discrimination
- fostering mutual tolerance and positive attitudes so that everyone can feel valued within the College Community
- creating a wider awareness of the needs of a diverse community so that we can better support one another
- removing barriers for pupils or colleagues where these exist
- ensuring that there is no unlawful discrimination against any person
- make it clear that, and ensure, that all discriminatory words, behaviour, and images are treated as unacceptable
- taking reasonable steps to avoid putting disabled people at a substantial disadvantage (the 'reasonable adjustments' duty)

Forms of Discrimination, Bullying, and Abuse

The College recognises discrimination may be direct or indirect, or arising from disability and it may occur intentionally or unintentionally.

Direct discrimination occurs when a person is treated less favourably than another person because of a protected characteristic or because they are associated with another person with a protected characteristic.

Indirect discrimination occurs where an individual is subject to an unjustified provision, criterion or practice which puts them at a particular disadvantage because of, for example, their sex or race.

Discrimination arising from disability occurs when a disabled person is treated unfavourably because of something connected with their disability and the treatment cannot be shown to be a proportionate means of achieving a legitimate aim.

Admissions

The College will treat every application in a fair and open-minded way. (The College's admissions policies for Senior School/Junior School and DUCKS are available on the College website.)

The College accepts applications from, and admits pupils irrespective of their race, disability, sexual orientation, gender reassignment, religion or belief or special educational needs and will not discriminate on these grounds in the terms on which a place is offered.

Every application will be considered on its merits within the College's criteria for selection on grounds of the pupil's ability and aptitude, but this will not be done as a way of excluding pupils with a disability or special educational needs.

The College's admissions policies reflect its approach towards equal opportunities and inclusion and is consistent with this policy.

Education & Associated Services

The College recognises its responsibility to ensure positive attitudes to diversity and difference, not only so that every pupil is included and not disadvantaged but also so that they learn to value diversity in others and grow up making a positive contribution to society. We understand the importance of providing a challenging and enjoyable curriculum and we make reasonable adjustments to enable all pupils to participate in all aspects of the curriculum. Positive attitudes are fostered towards all groups in society through the Wellbeing curriculum and the ethos of the College. Pupils are encouraged to question assumptions and stereotypes.

The College will afford all pupils equal access to all benefits, services, facilities, classes and subjects including all sports, irrespective of their race, disability, sexual orientation, gender reassignment, religion or belief or special educational needs, subject to considerations of practicality, safety and welfare.

We recognise the value of an inclusive curriculum where all learners see themselves, their histories, families, and communities represented and included. We are working to ensure an increasingly inclusive learning experience both in terms of the materials we select and the ways we present these in lessons.

The College may afford pupils of a particular racial group, or pupils with a disability or special educational needs, access to additional education or training to meet the specific needs of the pupils in that group, for example, special language support for groups whose first language is not English.

The College will not discriminate against any pupil by excluding them from College or by subjecting them to any other detriment, on the grounds of their race, disability, sexual orientation, gender reassignment, religion or belief, or special educational needs.

All pupils are encouraged to work and play freely with, and have respect for, all other pupils, irrespective of their race, disability, sexual orientation, gender reassignment, religion or belief, or special educational needs, subject to considerations of safety and welfare.

The College will not tolerate bullying or cyberbullying for any reason. Specific types of bullying include:

- racism: bullying relating to race, religion, belief or culture
- Homophobic or transphobic bullying: bullying related to sexual orientation or gender identity or reassignment
- Sexist or sexual bullying: bullying related to gender or sex
- bullying related to SEN or disabilities
- bullying related to appearance or health conditions
- bullying of young carers or looked after children or otherwise related to home circumstances

The College's Anti-Bullying Policies contain more details about the Anti-Bullying practices.

Uniform & Hair

The College's uniform policy is consistent with this policy. The College recognises the importance of uniform for promoting community and belonging. While the uniform policies apply to all pupils, the College also recognises that reasonable adjustments to the school uniform might be made for certain individuals for whom the uniform policy is a genuine hindrance to their sense of well-being, identity, or religious belief.

Such adjustments will be made on a case-by-case basis and by application to the Head of School in the first instance. These can be made by the pupil or their parent.

The College recognises that policies and practices that prohibit hairstyles which are primarily used to maintain Afro-textured hair can lead to indirect discrimination. It upholds the right of any student with afro-textured hair or from an African and Caribbean heritage (including mixed heritage) to have the freedom and security to wear all afro-hairstyles without fear of restriction, judgment, or discrimination.

Inclusion of LGBTQ+ Students

The College is an inclusive place for LGBTQ+ pupils. We value our LGBTQ+ community and recognise the ways LGBTQ+ pupils have been vulnerable to exclusion, discrimination, or abuse historically. LGBTQ+ pupils and especially those pupils who are gender questioning, genderqueer, trans, or nonbinary remain vulnerable in society today and we want to ensure the College is a place where they find community, belonging, and safety.

The College recognises the importance to LGBTQ+ pupils to determine the language used to describe their gender identity and to have their gender identity acknowledged by the community in the way that they wish. LGBTQ+ pupils may therefore request to have their gender identity recognised by teachers and peers in the form of preferred pronouns or preferred names. Such requests will be treated on a case by case basis and in accordance with guidance set out in the College's Safeguarding (Child Protection) Policy.

Special Educational Needs (SEN) and Disability

Children have special educational needs if they have a learning difficulty which calls for special educational provision to be made for them. A disability is a physical or mental impairment which has a "substantial and long-term adverse effect" on a person's ability to carry out normal day-to-day activity (Equality Act 2010).

The College maintains a positive culture towards inclusion of disabled people and those with special educational needs in all the activities of the College and we will not treat a member of the College Community less favourably on these grounds. We will do all that is reasonable to ensure that:

- pupils with disabilities and special educational needs participate as fully as possible in all the activities of the College; and
- the College's curriculum, ethos, culture, policies, procedures and facilities are accessible to all our pupils.

Where the College becomes aware that a pupil has a disability, the College will do all that it reasonably can to assist the pupil whilst at the College. The College has an on-going duty to make 'reasonable adjustments' for disabled pupils to ensure that they are not placed at an unfair disadvantage compared to other pupils. This covers all aspects of College life (for example the curriculum, classroom organisation, timetabling, access to facilities, clubs and trips). Reasonable adjustments may typically include:

- making arrangements for a child in a wheelchair to attend an interview in an accessible ground floor room
- allowing extra time for a dyslexic child to complete a test or exam
- rearranging the timetable to allow a pupil to attend a class in an accessible part of the building
- arranging a variety of accessible sports activities

In accordance with Schedule 10 to the Equality Act 2010, the College has two Accessibility Plans (in relation to each of the main campus and DUCKS) which are both available on the College's website.

English as an Additional Language (EAL)

The College provides additional support to children whose first language is not English. For further details, please see the EAL Guide and DUCKS and Junior School EAL policies on the College's website.

Religious Worship

While the College's religious ethos and services are set in accordance with the Christian tradition, we recognise that we are a multifaith school. The College respects the right and freedom of individuals to worship in accordance with other faiths, or no faith, subject always to their respecting the rights and freedoms of the College Community as a whole.

A venue is provided for Muslim prayer at lunchtimes and pupils of all faiths have access to the Multi Faith Room and the services of the College Chaplain.

Provision for pupils with dietary or cultural needs

Parents may request time off from school for their son in order to observe major religious festivals.

The College will endeavour to cater for all dietary needs; parents with specific requests may contact the Head of Catering.

Responsibilities and monitoring

All members of the College are expected to comply with this policy, to work to ensure that we are all included and have equal access to the resources and opportunities available to all members of the College Community. All members of the College therefore agree to treat others with dignity at all times.

All colleagues are responsible in setting an appropriate standard of behaviour, to lead by example and to promote the aims and objectives of the College with regard to inclusion and equal opportunities.

The Principal Deputy and the Deputy Master Pupils & Safeguarding are responsible in ensuring that this this policy is being upheld.

The Principal Deputy is also responsible for reviewing whether the aims of this Policy are carried out throughout all areas of the College and taking appropriate action where necessary.

Reporting and recording incidents of discrimination and / or abuse

If you believe that you have received less favourable treatment, or if you feel that this policy has been breached in any way to the detriment of any member of the College Community, you are encouraged to raise the matter by contacting any of the following:

- The Principal Deputy
- The Deputy Master Pupils & Safeguarding
- The College's Lead Counsellor
- Your Form Tutor

- Any member of College staff who has your trust.

The College has a duty to ensure that all allegations of abuse, discrimination or bullying are dealt with in a sensitive and careful but thorough way that seeks to preserve confidentiality and to protect all vulnerable parties.

We will treat seriously and investigate every complaint or report. Sanctions may be taken against any member of the College Community who is found to have acted in contravention of this policy.

All reported breaches of this policy will be recorded by the Principal Deputy.

Policy Owner:	Principal Deputy and the Clerk to Governors
Last Reviewed:	September 2026
Date of Next Review:	Academic Year 2028-29