



AYSGARTH SCHOOL PREP AND PRE PREP
(Including EYFS)

EQUAL OPPORTUNITIES POLICY

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Responsible Member of Staff: Andrew Francis

AYSGARTH SCHOOL PREP AND PRE PREP

EQUAL OPPORTUNITIES POLICY

INTRODUCTION

Schools have a legal duty to uphold the law on equal opportunities for pupils and staff alike.

Schools therefore need to have rigorous policies and procedures in place that are regularly reviewed by Governors and Senior Management. The Headmaster and the Senior Management Team devote considerable time and effort towards ensuring that staff and pupils are actively engaged in implementing the policy.

This policy complies with the protected characteristics set out in the Equality Act 2010

The School's equal opportunities policy is published on the web site and in the parent handbook, together with related policies.

Aims

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

- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the School community
- Comply with the School's equality duties contained in the Equality act 2010

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.

DISCRIMINATION

The main types of unlawful discrimination (outlined in the references) cover acts of direct and indirect discrimination on grounds of race, sex, disability, religion or belief, sexual orientation, age, gender reassignment, pregnancy or maternity, cultural background, linguistic background, special educational need, academic or sporting ability or any other personal characteristics.

ANNUAL CENSUS AND ETHNIC MONITORING

All schools in membership of ISC take part in that organisation's annual census of pupils, staff, and expenditure etc. From January 2009, it has become mandatory to include pupil ethnic monitoring data, using the same methodology as the maintained sector.

DISABILITY, SPECIAL EDUCATION NEEDS AND LEARNING DIFFICULTIES

Both ISI and OFSTED (for boarding schools) operate regulatory standards for checking that Schools actively implement their policies in these areas.

The School has a separate three year accessibility plan which should be taken into consideration with this policy.

EQUAL OPPORTUNITIES POLICY

Promoting equal opportunities is fundamental to the aims and ethos of Aysgarth 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, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Aysgarth School is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, age, gender reassignment, cultural background, linguistic background, special educational need, academic or sporting ability or any other personal characteristics. We are not a selective school and we believe that the educational experience can only be enriched if children are exposed 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. 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.

Bursaries are offered in order to make it feasible 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 our web site or obtained from the Bursar's office).

CODE OF CONDUCT

The Head Master, the Senior Management Team, pastoral staff, teachers and medical staff play an active role in monitoring the implementation of Aysgarth

School's policy on equal opportunities. Use is made of assemblies, PSHCE, REW, drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the Aysgarth 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.
- 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.

Harassment in all its forms is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination.

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.

MONITORING

Aysgarth School monitors its equal opportunities policy regularly. As part of that process, we invite all parents at the school to complete a five yearly survey. A further survey is undertaken by Prep School parents and pupils upon leaving the school at 13 years old. All pupils complete an annual 'Living Together' survey.

ENGLISH AS AN ADDITIONAL LANGUAGE

Please refer to separate EAL policy.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although Aysgarth School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for them to practise their own faiths. However, parents should be aware that all pupils at Aysgarth School are required to wear a uniform. The Headmaster will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The Headmaster may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

BREACH OF THIS POLICY

Breaches of this policy may result in sanctions being actioned by the Headmaster or Governors.

COMPLAINTS

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy; but copies of the School's complaints procedure can be sent to you on request.

A Legal Requirement & an ISI Reporting Standard,
An OFSTED Reporting Standard for Boarding Schools

References:

- A: Education and Inspections Act 2006
- B. "Equal Opportunities Policy for Staff", Section C of the ISBA Staff Handbook, prepared by Rickerbys Solicitors: (Chapter heading "Employment Policies and Procedures")
- C. Equality Act 2010
- D. The Education (Independent School Standards)(England) Regulations 2003 as subsequently amended (SI2003/1910)

- E. "Reference Guide to the Key Standards in each type of Social Care Service Inspected by Ofsted" (Reference 080117) www.ofsted.gov.uk
- F. "Age Discrimination: Information Pack for Schools" by Farrer & Co, an ISBA Model Document of June 2006 (and "Age Discrimination in Schools", an update by Farrer & Co, an ISBA Briefing Document)
- G. "Employment Law": Chapter J of the Bursar's Guide by Farrer & Co
- H. Ethnic Monitoring: www.standards.dfes.gov.uk/ethnicminorities/collecting,
http://www.teachernet.gov.uk/_doc/9672/Ethnic%20Quest_Eng_AW.pdf
- I. "Presenting Ethnic and National Groups Data" www.ons.gov.uk