



COLLEGIATE

INDEPENDENT CO-EDUCATION

FROM NURSERY TO SIXTH FORM

Policy Title: Equal Opportunities (Whole School)

This policy also applies to the Pre-Prep

Date of Issue: September 2024

Date of Review: September 2026

References:

Equality Act (2010)
Race Relations Act 1965
Human Rights Act 1998
Equality Act 2010: advice for schools (2018)
Learning Support Policy (Whole School)
Curriculum Policy (Senior School and Prep School)
Procedures for Safer Recruitment (Whole School)
Behaviour Policy (Senior School and Prep School)
Anti-Bullying Policy (Senior School and Prep School)
Admissions Policy (Whole School)
Personal, Health Social and Economic (PSHE) Schemes of Work

Author: Deputy Headmaster

Version	Date	Amendments
1.7	01/09/2021	Policy review, no changes
1.8	08/2022	Rebranded. Reviewed, minor changes.

This policy is made available to parents of all pupils on request from the School Office. It is available to the Staff at the School from the School network, in the Staff Handbook and on request from the School Office. Content of this policy is directly discussed with new staff upon induction into the School.

Collegiate School is committed to child protection and safeguarding children and young people and expects all staff, visitors and volunteers to share this commitment.

Policy Statement

At Collegiate School we recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society.

We understand the importance of providing a challenging and enjoyable programme of learning and development and we undertake to make reasonable adjustments to enable all to participate in our programme of learning, where all are valued and supported.

Similarly, Collegiate School is committed to encouraging equality and diversity among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

This policy's purpose is to ensure that, as a school, we:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time and our educational services;
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability (including hidden disabilities), gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation;
- oppose and avoid all forms of unlawful discrimination. This includes pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities. It also includes the educational provision we provide for our pupils.

In the Senior School, a member of the Senior Management Team, the Assistant Head (Equality, Diversity and Inclusion; EDI), has dedicated responsibility and time allocated to lead the Senior School's work to promote equality, diversity and inclusion. In the Prep School, the Head of the Prep School oversees the promotion of equality, diversity and inclusion, with the support of an EDI Coordinator.

We seek to ensure that the individual needs of all our pupils and staff, including those who are disabled or have special educational needs are met and that pupils and staff are included, valued and supported, and that reasonable adjustments are made for them. We undertake to work with the school community, with parents and with other relevant agencies to ensure that any form of discriminatory behaviour is treated seriously and action is taken to prevent any repetition. This policy statement and the effectiveness of our inclusive practices at Collegiate School are reviewed by the Governing Body. Upon request our policy statement for equal opportunities is made available to all pupils, staff and parents, including those of prospective pupils.

With regard for our pupils, the Director of Learning Support is responsible for ensuring 'arrangements are in place for reviewing, monitoring and evaluating the effectiveness of inclusive practices that promote and value diversity and difference; how inappropriate attitudes and practices will be challenged; and how the provision will encourage children to value and respect others' (EYFS 3.66). Where possible and appropriate, reasonable adjustments will be made for students with special

educational needs in order for them to access the school curriculum on a level par with their peers, and this will include students who require additional arrangements for examinations.

This policy statement should be read in conjunction with the school's policies on curriculum, safer recruitment, learning support, behaviour, anti-bullying, admissions and the Personal, Health Social and Economic (PSHE) schemes of work.

Procedure for Pupils

Collegiate School seeks to implement this policy statement effectively through the following actions:

- Working with outside agencies such as educational psychologists, occupational therapists, family/pupil medical practitioners, gender counsellors (GIREs) and mental health agencies (CAMHS) to support the endeavour of the school in serving the needs of all pupils, parents and staff.
- Discussing, where appropriate, equal opportunities and the special needs of individuals at staff briefings and staff committee meetings, where appropriate.
- Delivering the message of equal opportunities within PSHE, the wider curriculum and through the extra-curricular programme.
- Dedicating whole school and class assemblies and tutor time to the importance of kindness, care and consideration in respect of members of the school and the wider community, and on promoting and valuing diversity and differences.
- Meeting the individual needs of pupils, as detailed by parents and by the pupil's previous setting, through teacher, assistant and outside agencies working together with the pupil and the pupil's parents.
- Monitoring the needs of all pupils as they progress through the school, through discussion at meetings, and written information circulated confidentially, relating to specific support for learning or emotional, social, mental, physical or other difficulties.
- Discussing, reviewing, monitoring and evaluating at staff briefings and leadership meetings, the effectiveness of inclusive practices which enable all pupils, parents and staff to access and enjoy school life.
- Ensuring that the PSHE programme include discussion of Equal Opportunities.
- Ensuring school documents demonstrate a commitment to Equal Opportunities and avoid inappropriate discrimination of all forms.
- Making appropriate provision or exemption, where feasible and desirable, for pupils with special dietary, dress or religious observance requirements or needs because of religious or cultural backgrounds.

Procedure for Members of Staff

To ensure the elimination and prevention of discrimination and the promotion of equality of opportunity in employment, unless the job is covered by a statutory exception we will not discriminate directly or indirectly on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation:

- In the arrangements made for deciding who should be offered a job;
- In any terms of employment, including pay;
- By refusing or omitting to offer a person employment;
- In the way we afford access to opportunities for promotion, transfer or training;
- In the manner in which employment is offered or in affording access to any benefits, facilities or services;
- By victimising an individual for a complaint made in good faith or for giving evidence about such a complaint;
- In connection with redundancy or termination of employment, however caused, or by treating an employee unfavourably in any other way.
- Such that an applicant or employee is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect on his/her racial group and which cannot be shown to be justifiable on other than racial grounds. Where appropriate and where

permissible under the Equality Act 2010 employees of an under-represented groups are given training and encouragement to achieve equal opportunity within the organisation.

- By making reasonable adjustments of our employment arrangements or premises which place disabled people at a substantial disadvantage compared with non-disabled people
- By treating a disabled employee or disabled job applicant less favourably for a reason relating to the disability than others to whom that reason does not apply unless the reason is material to the particular circumstances and substantial;
- By knowingly help another to unlawfully discriminate against a person on the basis of a protected characteristic.