



PRESTFELDE

Equal Opportunities Policy

Prestfelde School refers to many authorities whilst compiling this policy

- The Department for Education (DfE)
- Equality and Human Rights Commission (EHRC)
- Equality Act 2010
- Gender Reassignment Regulations 1999
- Gender Recognition Act 2004
- Data Protection 1998
- The Human Rights Act 1998
- Sex Discrimination Regulations 1999
- The Independent Schools' Inspectorate (ISI)
- The Office for Standards in Education (Ofsted)
- Office for National Statistics (ONS)

Promoting equal opportunities is fundamental to the aims and ethos of Prestfelde School.

The School is committed to equal treatment for all pupils, regardless of race, sex, disability, religion or belief, sexual orientation, pregnancy or maternity.

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.

We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school. We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions, we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience and is able to contribute to the wider community.

We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against

children and young people or adults in our school with protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.

Parents and governors will be involved and consulted about the provision being offered by the school.

Teachers will ensure that the teaching and learning takes account of this policy.

The diversity within our school and the wider community will be viewed positively by all. Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy. Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

The positive achievements of all pupils will be celebrated and recognised.

This policy will play an important part in the educational development of individual pupils.

It will ensure that all pupils are treated equally and as favourably as others.

The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.

We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single 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.

ADMISSION

The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy. The School accepts applications from, and

admits, all prospective pupils irrespective of their gender, disability, pregnancy and maternity, race, religion or belief (or lack of religion or belief) or special educational needs ('SEN').

Parents must inform the School when submitting the Registration Form of any special circumstances relating to their child which may affect their child's performance in the admissions process and/or ability to fully participate in the education provided by the School. The School will not offer a place to a child with disabilities if, after reasonable adjustments have been considered, the School cannot adequately cater for or meet their needs.

Bursaries are means tested awards offered to those who meet the School's admission criteria but may otherwise be unable to attend the School due to financial hardship. Details of our provision for bursaries can be found on our website or obtained from the bursar's office.

EDUCATIONAL SERVICES

The School affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). The School will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

The School will:

- Treat all members of the School community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
- Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- Ensure that pupils with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support
- Monitor the admission and progress of pupils from different backgrounds
- Challenge inappropriate discriminatory behaviour by pupils and staff
- Offer all pupils access to all areas of the curriculum and a full range of extra-curricular activities
- Work with parents and external agencies where appropriate to combat and prevent discrimination in School
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Use the curriculum, assemblies and PSHE to:
 - Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
 - Promote positive images and role models to avoid prejudice and raise awareness of related issues.

The School recognises that discrimination may be direct, indirect, or arising from disability whether it was intentional or not. Harassment and bullying in all its forms are unacceptable and will be dealt with in accordance with the School's Behaviour and Anti-bullying policies.

RELIGIOUS BELIEF

Although the School's religious ethos is based on Christian values and tradition, the School is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights and freedoms of other members of the School community.

The governing body, through the senior leadership team, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

GENDER

The school will support pupils who initiate a process of gender fluidity, it is classified as one of the nine 'protected characteristics' on the grounds of which people are protected against discrimination. Prestfelde School aims to give support and understanding to those pupils and parents who wish to take steps to present themselves in a gender different to the one assigned them at birth.

We aim to foster an attitude and environment that is free from discrimination or harassment where all pupils are treated with dignity and respect.

INSET & TRAINING

In order to assist staff in developing the relevant skills and expertise to deal with Transgender issues, the school will ensure INSET training covers a range of relevant topics including

- Safeguarding and confidentiality
- Anti-Bullying procedures
- Issues relating to gender identity
- Relevant and changing legislation

THE CURRICULUM

The School follows the Shropshire Council RSE programme of study which supports the DFE RSE guidance (February 2019). This ensures that age appropriate issues relating to gender identity are studied as part of this PSHE programme. (See RSE policy)

The School's curriculum does not rely on stereotypical assumptions and does not contain material that could be deemed as 'transphobic'.

PE, SPORTS & GAMES

Sport and games form an intrinsic element of the school curriculum. A transgender pupil has the same entitlement to participate in these activities as any other pupil in the school. Participation in sport will be managed as sensitively as possible and appropriate risk assessments will be undertaken. It may be the case that in certain circumstances involving

contact sports participation may have to be limited. The school will consider this at the appropriate moment and would consult with the pupil as well as their parents / guardians.

When swimming, careful consideration of suitable swimming attire is made to ensure the safeguarding of each child. A navy full suit costume is suggested in line with School uniform.

CHANGING & TOILET FACILITIES

The use of changing room facilities will be carefully considered. The school will endeavour to be sensitive to the needs of any transgender pupils while also recognising the needs of other pupils. Communication with parents to ensure inclusion and equality.

The additional toilet within the swimming pool is used as the unisex changing area.

Signage for toilets which are unisex to be put into place where possible.

When competing against another school or at another venue appropriate provisions and risk assessments will be in place.

Children identifying as the opposite gender have the right to access facilities according to gender identification. Risk Assessments will be in place to ensure the safe usage of the toilets by all children, and this will be subject to regular review to continually monitor any risk of harm.

Regular risk assessments will be carried out to ensure the safeguarding of all pupils.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

All pupils are required to wear a uniform. The Head will consider requests from parents and pupils for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with the School's policy on health and safety and it is reasonable in all the circumstances including in light of the School's obligations under the Equality Act 2010.

REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY

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.

Where the School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the School is able to make to avoid their child being put at a substantial disadvantage. The School will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to the School. Further information on the School's reasonable adjustments duty can be found in the School's SEN and Disability Policy.

The School has an Accessibility Plan in place which can be found on the School website and a hard copy can be made available upon request. This sets out the School's plan to increase the extent to which disabled pupils can participate in the School's curriculum; improve the



physical environment of the School for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

MONITORING AND REVIEW

The Head regularly monitors and reviews the effectiveness of this policy and reports to the governors annually on the policy's effectiveness in practice.

BREACH OF THIS POLICY

Pupils who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Policy.

APPROVED DATE	September, 2019		
REVIEW DATE	September, 2020		
SIGNED HEAD		PRINT NAME	Fiona Orchard
SIGNED CHAIR OF GOVERNORS		PRINT NAME	Stuart Hay