



St Hilary's School

Equal Opportunities and Inclusion Policy

Including EYFS

Promoting equal opportunities is fundamental to the aims and ethos of St Hilary's School. We welcome applications from pupils 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 and to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish. Our school is dedicated to preparing our children for their adult life beyond formal education and ensuring that it promotes and reinforces British Values to all our children. We actively promote democracy, the rule of the law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. These are fundamental British Values which underpin all that we offer, as does our School Moto 'Not for oneself but for all.'

It is the intention of St Hilary's School that no member of its community shall suffer unfair discrimination on the basis of their sex, racial origin, physical ability, educational need, sexual orientation, gender reassignment, political persuasion or religious creed. We welcome applications from pupils with special educational needs and disabilities, and refer parents to our policy covering Special Educational Needs and Disabilities (SEND).

Bursaries are offered in order to make it possible for as many as possible who meet the school's admissions criteria to attend the school. Details of our provision for bursaries can be found on our website or obtained from the Bursar.

Learning Support is offered to all pupils who need it. Learning support staff do not charge for their services.

The Curriculum

We aim to provide a stimulating learning environment across the whole curriculum which maximises individual potential and ensures that pupils of all ability levels are well equipped to meet the challenges of education, work and life. Curriculum planning takes account of the ethnicity, backgrounds and needs of all pupils.

The school monitors and evaluates its effectiveness in providing an appropriate curriculum for pupils of all backgrounds. Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All subjects contribute to the spiritual, moral, social and cultural development of all pupils.

This will be achieved by:

- designing a curriculum to promote a full range of learning, thinking and life skills;
- providing a broad, balanced and relevant curriculum;
- using flexible and responsive teaching and learning styles;

- equipping students with the skills, knowledge and attitudes necessary to succeed as individuals and as responsible and valued members of society;
- developing a close partnership with the whole community, particularly parents.

We aim to be an inclusive school and offer equality of opportunity to all groups of pupils within the school. These groups include:

- boys and girls
- pupils from minority faiths, ethnicities, travellers, asylum seekers, refugees
pupils who have English as an additional language
- pupils who have Special Educational Needs (see SEND Policy)
- pupils who are Able, Gifted and Talented (see Able, Gifted and Talented Policy)
- pupils who are Looked After children
- pupils who are at risk of disaffection or exclusion, young carers, sick children, children from families under stress.

We aim to provide a happy, healthy and safe school by:

- recognising, reflecting and celebrating the skills, talents, contributions and diversity of all our pupils
- providing high quality pastoral care, support and guidance
- safeguarding the health, safety and welfare of pupils
- listening and responding to the concerns of children and parents
- taking care to balance the needs of all members of the school community

We secure inclusive education for our pupils by reviewing and evaluating what is done:

- does each pupil achieve as much as they can?
- are there differences in the achievements of different groups of pupils?
- what is in place for pupils who are not achieving their potential?
- are our actions effective?
- are all our pupils happy to be in school?

We aim to provide a differentiated curriculum that meets the needs of all pupils, individuals and groups by:-

- setting suitable learning challenges
- responding to pupils' diverse learning needs
- overcoming potential barriers to learning and assessment

All members of our school community are valued and are offered wide ranging opportunities to enable high standards of achievement. All policies within the school support inclusion and are reflected in school development planning. The practice within school reflects our inclusive ethos from individual lesson planning responding to pupil diversity, to material resources being used to support learning and participation for all.

The content of the curriculum reflects and values diversity. The school provides opportunities for pupils to develop a sense of their own identity and a sense of belonging to local and global communities and to recognise the contribution which they can make to those communities. It encourages pupils to explore bias and to challenge prejudice and stereotypes. Extra-curricular

activities and special events cater for the interests and capabilities of all pupils and take account of parental concerns related to religion and culture.

Code of Conduct

The Head, the Senior Leadership Team, pastoral staff and medical staff play an active role in monitoring the implementation of St Hilary's School's policy on equal opportunities. Use is made of assemblies, PSCHE, RS, Drama, English and other lessons 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.
- 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.

Harassment in all its forms 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 parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

Staffing

Recruitment - in recruiting staff St Hilary's School ensures that its practices do not discriminate against candidates or potential candidates in ways which are unconnected with their ability to perform the duties of the post. Since young people see staff as role models every effort will be made to ensure that equality of opportunity is seen to operate at all levels in all areas of staffing.

Training

The Headmistress and Bursar and Training will ensure that appropriate training will be undertaken by all members of staff (teaching and non-teaching) to ensure that they are kept fully aware of their responsibilities in respect of equal opportunities, harassment and discrimination on grounds of race, gender, disability, educational need, sexual orientation, gender reassignment, political persuasion or religious creed.

English as an Additional Language

In order to cope with the academic and social demands of St Hilary's School pupils must be fluent English speakers. Should it be required, tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

Requests for variation in the school uniform

Although St Hilary's School has a Christian ethos, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths. However, parents should be aware that all pupils at St Hilary's School are required to wear a uniform. The Head 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 Head 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 and Inclusion Policy, but copies of the school's Complaints Policy can be sent to you on request and is also available via the school's website.

Bursar: October, 2015

Reviewed: October, 2016 (SJ)

Review Date: October, 2017

Reviewed: October, 2017 (JW)

Review Date: September, 2018

Monitoring/Evaluation

This policy will be kept under review and will be evaluated at least annually. An analysis of incidents will be undertaken with a view to informing or amending practices or procedures.

Reviewed July 2016