



St Hilda's School
HARPENDEN
Caring, Curious & Confident

Equal Opportunities (Pupils) Policy

Important Note

Unless otherwise stated, all Policies of St Hilda's School apply to the school in its entirety. This comprises all staff and pupils in the Early Years Foundation Stage (EYFS), the Junior School (Key Stage 1) and the Senior School (Key Stage 2).

REVIEW DATE: May 2021

REVIEWED BY: Dan Sayers (Headmaster)

SIGNED: *Dan Sayers*

DATED: 01.05.21

INTRODUCTION

PUPILS

Promoting equal opportunities is fundamental to the aims and ethos of St Hilda's School. The school welcomes 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.

St Hilda's School is committed to equal treatment for all, regardless of race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. 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.

The school also welcomes applications from pupils with special needs and disabilities. Further information is available in the school's Disability and SEND Policies. The school also welcomes pupils with English as an additional language (EAL).



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CODE OF CONDUCT

The Headmaster, the Senior Management Team and teaching staff play an active role in monitoring the implementation of St Hilda's School's policy on equal opportunities. Use is made of Assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the St Hilda's school community through the British Values Agenda
- 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
- Ensure PREVENT and anti-radicalisation concerns are monitored and addressed in an appropriate manner

Harassment in all its forms is unlawful and unacceptable; the school's Behaviour and Preventing and Tackling Bullying Policies contain clear procedures for dealing with discrimination.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although St Hilda's 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 those of any religion to practise their own faiths. However, parents should be aware that all pupils at St Hilda's 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.

COMPLAINTS

A successful Equal Opportunities Policy requires strong and positive support from parent and guardians as well as full acceptance of the School's ethos of tolerance and respect

The school wishes to ensure that that parents and pupils do not have any complaints about the operation of its Equal Opportunities Policy; however, copies of the school's Complaints Policy are available on the School website.

This policy will be reviewed annually, by the Senior Management Team, in line with the school's review schedule for policies.