EQUAL OPPORTUNITIES (PUPILS) POLICY

Name of Policy	Equal Opportunities (Pupils) Policy
Reviewed by	Dan Sayers Natalie Atkins
Review Date	December 2025
Next Review Date	December 2027
To be Read in Conjunction with	• Preventing and Tackling Bullying Policy • Safeguarding Policy • Curriculum Policy • Behaviour Management Policy • Admissions Policy
Legislation Referenced	The Equality Act 2010

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).

CONTENTS

1. INTRODUCTION
2. PROMOTING EQUAL OPPORTUNITIES
3. RESPONSIBILITIES

   3.1 Headteacher
   3.2 School Staff
   3.3 Pupils
   3.4 Parents and Guardians

4. REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM
5. COMPLAINTS

1. INTRODUCTION

St Hilda's recognises the value of diverse environments and strives to promote a culture in which all pupils, staff and members of the school community are welcomed and supported to fulfil their potential, irrespective of their background or personal characteristics.

The Equality Act 2010 makes it unlawful to discriminate against, harass or victimise someone on the basis of a protected characteristic – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The principle underpinning Part 6 of the Act is that current or prospective pupils and students (and in limited circumstances former pupils or students) should not be discriminated against on the basis of a protected characteristic. This includes discrimination by association (for example where a friend or family member has that characteristic) and discrimination by perception (where a student does not in fact have a protected characteristic, but is perceived to have it). It is also unlawful to harass or victimise a pupil or student.

The school 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).

This policy should be read in conjunction with our other policies, in particular the Preventing and Tackling Bullying Policy, Safeguarding Policy, Curriculum Policy, Behaviour Management Policy and Admissions Policy.

2. PROMOTING EQUAL OPPORTUNITIES

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, PSHCE, RE, Drama, English and other lessons to:

- Promote acceptance 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 and characteristics.
- 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

St Hilda's promotes equality and inclusion within our school through the following activities:

- School Practices
- Policies
- Facilities
- Curriculum
- Training

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

3. RESPONSIBILITIES

Responsibilities are detailed below:

3.1 The Headteacher

The Headteacher has responsibility for:

- ensuring policies and procedures are in place to comply with equality legislation
- ensuring the school implements policies and practices in line with the principles of equality, diversity and inclusion
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying
- ensuring appropriate training and awareness raising is undertaken with staff
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying

3.2 School Staff (teaching and non-teaching) :

School staff are also responsible for ensuring the day to day operation of this policy and will contribute to an inclusive and welcoming environment within the school.

3.3 Pupils:

Pupils are expected to take responsibility for:

- respecting others in their language and actions;
- following all of the relevant school policies and codes of conduct in line with the principles of equality, diversity and inclusion.

3.4 Parents and Guardians:

Parents are expected to fully support the School's ethos of acceptance and respect, and follow this Equal Opportunities Policy.

4. 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.

5. COMPLAINTS

The School wishes to ensure 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 every two years, by the Senior Management Team, in line with the school's review schedule for policies.