



Equality & Diversity Policy for Pupils

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1. Aims

The aims of this policy and the School's ethos as a whole are 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.

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.

2. Admission

Chafyn Grove School is not an academically selective school although we are looking for pupils who would be able to benefit from our balanced and well-rounded education and to make a positive contribution towards the life of the school.

Every application will be considered on its merits within the School's criteria for selection on grounds of the pupil's ability and aptitude. The School will consider all candidates, but if a child is unable to access the curriculum - formally and informally (and the school is unable to meet their particular needs), the Headmaster, where appropriate, will discuss the implications with the parents to provide the best outcome for the child.

Pupils may enter at any stage from 3 years of age in the Nursery depending upon space available. Please contact the Registrar for further details.

The School accepts applications from pupils irrespective of their gender reassignment, race, disability, sexual orientation, religion or belief or special educational needs and will not discriminate on these grounds in the terms on which a place is offered. The School will treat every application in a fair, open-minded way.

Admissions Policy: The School's Admissions Policy reflects the School's approach towards equal opportunities for prospective pupils and is consistent with this policy.

3. Educational services

The School affords all pupils access to an 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 characteristic.
- Respect the ethnic diversity of both pupils and staff and foster positive attitudes towards a multi-cultural society.
- 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 or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the ***School's Prevention and Tackling of Bullying Policy***.

4. 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 Local Governing Body (LGB), 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.

5. School Uniform

All pupils are required to wear a uniform. The Headmaster 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.

6. 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.

The School has an ***Accessibility Policy and 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 pupils with disabilities can participate in the School's curriculum, take advantage of the benefits provided to all and for the School to improve the delivery of information accessible to all pupils.

7. Monitoring and review

The Headmaster and Senior Management regularly monitor and review the effectiveness of this policy and report to the governors annually on the policy effectiveness in practice.

The Headmaster promotes the principle of equal opportunity when developing the curriculum, and promotes respect in all aspects of school life.

The Headmaster treats all incidents of unfair treatment and any racist incidents with due seriousness.

8. The role of the teacher

The teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

When selecting classroom material, teachers' pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and challenges stereotypical images of minority groups.

When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, history topics in our school include examples of the significant contributions women have made to developments in this country's history. In geography topics, the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

All our teachers challenge any incidents of prejudice or racism. Any serious incidents are drawn to the attention of the Headmaster. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

Use is made of Assemblies, PHSE, TPR, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other within the Chafyn Grove School community without unconscious bias.
- 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.
- Explain why and how we will deal with offensive language and behaviour.
- Explain how we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms is unlawful and unacceptable; our ***Behaviour and Anti-Bullying Policies*** contain clear procedures for dealing with unlawful discrimination.

A successful equal opportunities and diversity policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

9. SEND

Children subject to SEN support, or with disabilities are not discriminated against. The school works hard to make reasonable adjustments, so that children who need extra support are successful and reach their full potential.

10. English as an additional language

In order to cope with the academic and social demands of Chafyn Grove School, we normally expect pupils to be fluent English speakers, but we do, in some circumstances, make provision for those who have English as an Additional Language. Most overseas boarding pupils, who are not fluent English speakers, will have one lesson per week with an English as an Additional Language (EAL) teacher. If more lessons are required this can be arranged at the parent's expense.

11. Mechanisms for dealing with any incident of discrimination or harassment

- Any such incident must be reported to the Headmaster or Chair of the LBG (or deputy) if concerning the Headmaster.

- Any such incident will be recorded in a special file.
- Within three working days of the incident being reported, the Headmaster, or Chair of LGB and another senior member of staff will interview the individual or group against whom it was alleged to have been committed. Written statements will be taken at the interview.
- The Headmaster, or Chair and another senior member of staff will then interview the individual(s) who has (have) allegedly caused the offence. Written statements will be taken at the interview and signed.
- Parents/guardians of all pupils involved in the incident will be informed.
- Victims of harassment/discrimination will receive appropriate support and counselling from trained/qualified staff.

12. Sanctions

If a pupil, group of pupils or a member of staff is deemed to have breached this policy then the School will apply an appropriate sanction (**please refer to the Behaviour, Discipline and Rewards Policy**).