

## **Woodbridge School Equal Opportunities (Pupils) Policy (including EYFS)**

This policy is a legal requirement and an ISI Reporting Standard and applies to all pupils, including EYFS and boarders.

Related Policies/Documents:

- Accessibility Plan
- Admissions
- Anti-Bullying (Pupils)
- Behaviour, Rewards, Discipline and Exclusion
- Disability Inclusion, SEN and Learning Support including EAL
- Pupil Serious Sanction Record
- Safeguarding

Promoting equal opportunities is fundamental to the aims and ethos of Woodbridge School. We welcome 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.

Woodbridge School is committed to equal treatment for all, regardless of an individual's race, sex, disability or special educational need, religion or belief, cultural or social background, sexual orientation, gender reassignment, pregnancy or maternity. We are an academically selective school and 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.

We welcome applications from pupils with special needs and disabilities, and refer parents to our Admissions policy and the policy covering Special Education Needs (SEN), learning support, and disability. 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 to or meet their needs.

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

### **Code of Conduct**

The Headmaster, or the Head of Queen's House and The Abbey, the senior leadership team, pastoral staff, house masters/mistresses, and the medical staff play an active role in monitoring the implementation of Woodbridge school's policy on equal opportunities. Use is made of assemblies, PSHCEE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the school community free from discrimination
- Acquire an appreciation of and respect for their own and other cultures in a way that promotes tolerance and harmony between different cultural traditions
- **Encourage mutual respect and tolerance of those with different faiths and beliefs**
- Understand the problems of identifying and combatting discrimination (based on protected characteristics listed 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 is unlawful and unacceptable and Woodbridge School will not tolerate discriminatory behaviour or derogatory language. It will be dealt with in accordance with the School's Behaviour and Anti-Bullying policies. The School will also review, monitor and evaluate the effectiveness of inclusive policies and practices.

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

### **English as an additional language**

In order to cope with the academic and social demands of Woodbridge School pupils must be adequate English speakers for the subjects they wish to study. The school may recommend that some children, whose first language at home is not English, receive individual tuition in English as an additional language. More information is available in the Admissions policy and the EAL policy.

### **Faith**

Woodbridge welcomes pupils from all faith communities and we enjoy diversity and the opportunity to share others' beliefs and world views. Religious belief is not a criterion for admission. The governing body, through its 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.

### **Collective Worship**

Woodbridge School is a Christian (Church of England) foundation and traces its patterns of worship to the very beginnings of the Seckford vision for the School. Pupils attend Chapel once a week which, in an open and inclusive short service, celebrates achievement, examines and promotes British Values and tries to interpret challenging events. Sensitively recognising the spectrum of religious belief in our pupils (including those with no formal or established beliefs) we aim to introduce Christian themes and interpretations to equip pupils to be comfortable with patterns of worship and belief that they will find elsewhere in life.

When prayer is offered it is done so for the whole community, recognising that some with other beliefs may choose not to say Amen.

Hymns are a useful and enjoyable component of community life and support corporate cohesion and can be a useful skill for later in life at significant events.

British ceremony and occasions often take place within a Christian structure. Familiarity with these expressions helps to shape confident future leaders who have had the opportunity to examine their own beliefs and practices. British Values, and the ethos of the School, are supported and promoted by our collective worship.

### **Requests for variation of school uniform**

The Headmaster or the Head of Queen's House and The Abbey will consider written requests from parents for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided that they are consistent with the School's ethos and its 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. The Headmaster or the Head of Queen's House and The Abbey may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request. Parents should be aware that all pupils are required to wear a uniform until the end of Year 11, and that a strict "business dress" code operates for Years 12 and 13.

**Provision for pupils with particular religious, dietary, language or cultural needs**

Appropriate consideration will be given to boarders and day pupils with particular religious, dietary, language or cultural needs and all reasonable effort will be made to meet these needs either in school or through arrangements made within the local community.

**Disability**

Woodbridge School will take reasonable steps to ensure that disabled pupils and applicants are not put at a substantial disadvantage by comparison with pupils and applicants who are not disabled. More information is available in the school's policy on disability inclusion.

**School behaviour and discipline**

Pupils are taught through the curriculum and other activities the importance of respecting each other and behaving towards each other with courtesy and consideration. The school's behaviour policies make clear the seriousness of bullying, victimisation and harassment in all its pernicious forms, including racial, religious, cultural, sexual, sexist, gender-related, sexual orientated homophobic, disabled and cyber, in causing serious psychological damage and even suicide. Considerable teacher time is expended in preventing bullying, victimisation and harassment and in dealing with it when it occurs. All pupils understand that the school has a zero tolerance policy on bullying and that bullies can expect strong sanctions to be applied to them. More information is available in the school's Behaviour, Rewards, Discipline and Exclusion Policy.

**Complaints**

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy; but copies of the school's complaints procedure can be sent to you on request.

Author(s):	Deputy Head (Pastoral)
Review frequency:	Annual
Review last undertaken	Trinity Term 2019 by SLT
Review due by date:	Trinity Term 2020
References	ISI handbook, Part 2 Para 5 and Schedule 10, Equality Act 2010, KCSIE and DfE Prevent Duty guidance for schools; New ISI 17 – 17a