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future
starts here

Beechwood Park School

EQUAL OPPORTUNITIES (PUPILS) POLICY

Website: www.beechwoodpark.com

Policy Number:	Version 1.0
Policy Applicable To:	Whole School – including EYFS
Policy Revised By:	HM
Last Review Date:	February 2025
SLT Reviewed Date:	February 2025
Governors Reviewed Date:	December 2018
Next Review Date:	February 2026

OVERVIEW

Beechwood Park School ('the School') promotes and is committed to equal treatment for all pupils, regardless of race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity ('protected characteristics').

The School aims that this policy will:

- 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.

The School expects all members of the community to comply with this policy.

The School also expects all parents to support the aims of this policy and the School's ethos of tolerance and respect.

A STATEMENT ON DIVERSITY

Beechwood Park leads the way in educating young people of today about diversity and equality and, crucially, fosters an anti-racist culture. We recognise the importance of the role played by our School in establishing these principles with our pupils in their formative years and urge pupils, parents, staff and governors to work proactively to ensure that a diversity of both learning and culture are prominent within all areas of our School.

The independence enjoyed by Beechwood Park enables freedoms in our curriculum, which gives all pupils, staff, parents and governors the opportunity to promote diversity within learning and to teach pupils about the atrocities of the past, the injustices that continue and the need to engender change in attitudes and behaviours.

Beechwood Park promulgates an environment in which all members of our community can recognise and counteract racism of any kind, whether subtle or overt. Pupils, staff and governors raise concerns, know they will be listened to, and are confident that the School will take appropriate action. The School will explore and challenge and overcome.

While all schools will have a policy on equal opportunities, Beechwood Park encourages our stakeholders to do more than to promote equality and to acknowledge that racism exists, developing pupil understanding as to how it manifests itself and empowering pupils to speak out boldly against racial injustice and prejudice.

We also recognise that staff who are black, Asian and minority ethnic are not sufficiently represented within School the School staff and are taking active steps to develop diversity within the staff, through recruitment processes, ensuring equality of opportunity, and by encouraging more people who are black, Asian and minority ethnic to teach here. The governors are aware of this issue and are working to improve it.

The School will regularly survey the School community to note how all stakeholders view the School's current position and progress it is making.

Beechwood Park pupils go on to powerful and influential positions in society. These successes make it all the more important that our schools recognise the opportunity this brings to truly make a difference to the next generation, by changing perceptions and eradicating bias in young people.

ADMISSION

The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy. The School accepts applications from, and admits, all prospective pupils irrespective of their gender, disability, gender reassignment, pregnancy and maternity, race, religion or belief (or lack of religion or belief) or special educational needs ('SEN').

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 for or meet their needs.

Bursaries are means tested awards offered to those who meet the School's admission criteria but may otherwise be unable to attend the School due to financial hardship. Details of the School's provision for bursaries can be found on our website or obtained from the Bursar's office.

EDUCATIONAL SERVICES

The School affords all pupils access to 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 characteristics.
- 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 PSHEE to:
 - o Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
 - o 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 Pupil Conduct and Anti-bullying policies.

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 Governing Body, 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.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

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

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 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 disabled pupils can participate in the School's curriculum; improve the physical

environment of the School for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

MONITORING AND REVIEW

The Head regularly monitors and reviews the effectiveness of this policy and reports to the governors on the policy's effectiveness in practice.

BREACH OF THIS POLICY

The School will sanction pupils who are in breach of this policy in accordance with the School's Pupil Conduct Policy.