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future
starts here

Beechwood Park School

EQUAL OPPORTUNITIES (PUPILS) POLICY

Website: www.beechwoodpark.com

Policy Number:	BWPS - 013
Policy Applicable To:	Whole School – including EYFS
Policy Revised By:	HM
Last Review Date:	May 2025
SLT Reviewed Date:	May 2025
Governors Reviewed Date:	May 2025
Next Review Date:	May 2028

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 School is committed to advancing equity of opportunity for all members of its community. We are continuously reviewing and reflecting upon our approach.

The School celebrates and values the diversity brought to its workforce and pupil body by individuals, and is committed to meeting the needs of a diverse learner population within a multi-cultural society . The school will not discriminate unfairly on the grounds of age, disability, ethnicity, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sexual orientation, social background, special educational needs, part-time or fixed term employment.

We will encourage equity, diversity, and inclusion in the workplace and ensure that the school staff body is representative of our diverse local community.

The School seeks to ensure that individuals and communities have equal access to learning and our facilities, to be responsive to the changing demographic of the local area, and to play an active role in community cohesion. The school will treat all employees, workers and pupils with respect and dignity, and seeks to provide an environment free from discrimination, harassment or victimisation.

We will seek to eliminate discrimination on grounds of age, class, disability, employment status, ethnic origin, gender, marital status, pregnancy and maternity, nationality, religion, sexual orientation, gender reassignment or special needs.

This single policy covers all issues relating to equity and diversity and seeks to comply with the requirements of the Equality Act 2010 and best practice within the independent school sector. The policy aim is to confirm the school's commitments to equity, fairness, and respect for all pupils and staff whilst working or learning within our spaces, whether temporarily or permanent, part-time or full-time

We will not unlawfully discriminate against those with protected characteristics as defined by the Equality Act 2010 which include of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, and sexual orientation.

Scope and Responsibilities

All members of the school community, including but not limited to the Head, staff, Governors, pupils, parents, visitors and contractors are expected to comply with this policy and treat others with respect and dignity at all times.

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 PSHE 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

Beechwood Park is a school with a long standing and well-established Christian ethos. The school warmly welcomes pupils, staff and parents of all faiths and none. The school marks and celebrates Christian festivals and celebrations, such as Christmas, Easter, Advent etc. The Early Years celebrate the Nativity story at Christmas and Christian hymns, songs and prayers are used at the school. The school teaches about world religions and celebrates the festivals of other faiths, as part of the school's Theology, Philosophy and Religious (TPR) Education programme.

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.