



Equal Opportunities Policy (Pupils)

“Twickenham Preparatory School seeks to create a safe, caring and happy Christian environment in which all pupils are valued and can thrive personally, socially and academically.”

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1. Introduction

Promoting equal opportunities is fundamental to the aims and ethos of Twickenham Prep School. Equality is about fairness and ensuring individuals or groups of individuals are not treated less favourably because of their protected characteristics.

The School is committed to equal treatment for all, regardless of race, age, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership (protected characteristics).

Our core values of being considerate, courageous, courteous and calm are at the heart of all we do and from this we are nurturing and growing an equitable, diverse and inclusive culture where all our staff and pupils have the confidence to be themselves and the freedom and support to explore and reach their full potential.

This policy should be read in conjunction with:

- Equality, Diversity and Inclusion Policy
- Equal Opportunities Policy (Staff)

2. Aims

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

3. Educational Provision

The School affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to its reasonable adjustments duty and considerations of safety and welfare). The School will not discriminate against a pupil on the grounds of any protected characteristic.

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 pupils 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
- 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 Behaviour Management Policy and Anti-Bullying Policy.

4. Admissions

The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy.

5. 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 from the School Office 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.

6. 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.

7. Requests for Variation in the School Uniform

All pupils are required to wear a uniform. The Headmaster will consider written requests from parents 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.

8. Monitoring

Parents who accept places at the School for their child are invited to complete a voluntary ethnic monitoring form. This information is used to provide anonymised census information that is requested annually by the Independent Schools Council (ISC).

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

9. Breach of this Policy

Pupils who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Management Policy.