



Heath Mount School

Equal Opportunities Policy (Pupils)

This policy has been written having regard to the Independent Schools Standards Regulations 2014, the Equality Act 2010 and the non-statutory guidance document produced by the Department for Education, '*The Equality Act 2010 and Schools, May 2014*'.

The policy applies to the whole School, including the EYFS.

Heath Mount School (the School) recognises that it has a duty to uphold the law on equality and discrimination as specified in the Equality Act 2010.

We believe that every person has the same rights and is entitled to the same opportunities. The School does not discriminate on the grounds of gender, disability, age, sexual orientation, marital status or racial, ethnic or national origin. We aim to provide a positive, welcoming and nurturing environment for pupils and staff that actively promotes harmonious relations and removes any barriers to advancement, learning or opportunity.

It is unlawful for any school to discriminate against a pupil or prospective pupil by treating them less favourably because of their: sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. These are known as 'protected characteristics'. It is also unlawful for the School to discriminate against a pupil by association; that is, discrimination against the protected characteristics of someone with whom the pupil is associated.

The Equality Act 2010 defines four kinds of unlawful behaviour – direct discrimination; indirect discrimination; harassment and victimisation.

- Direct discrimination occurs when one person treats another less favourably, because of a protected characteristic, than they treat – or would treat – other people.
- Indirect discrimination occurs when a "provision, criterion or practice" is applied generally but has the effect of putting people with a particular characteristic at a disadvantage when compared to people without that characteristic.
- Harassment has a specific legal definition in the Act - it is "unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person".
- Victimisation occurs when a person is treated less favourably than they otherwise would have been because of something they have done ("a protected act") in connection with the Act.

Heath Mount School expects all members of our community, which includes but is not limited to, staff, pupils, parents and contractors to:

- Respect and promote equal opportunities for all



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- Promote and encourage acceptance, harmony and understanding.
- Recognise and challenge prejudice and discrimination in any form.
- Promote diversity and enable differences to become a positive attribute.
- Encourage an environment where people share equally.
- Assist people to communicate without fear or prejudice.

We promote equal opportunities and diversity through a variety of means including:

- An inclusive curriculum that utilises assemblies, lessons, form time, our pastoral system and our restorative justice system to actively promote equal opportunities for all.
- Promoting our School values of integrity, respect, acceptance, industry and achievement.
- Being vigilant and alert to any form of discrimination, harassment or victimisation.
- Dealing with incidents of discrimination efficiently and fairly.
- Staying up to date with existing legislation.
- Encouraging and welcoming applications from a diverse set of pupils.
- Actively promoting our Bursary scheme.
- Promoting the School ethos to educate individuals, promoting their own strengths, within a diverse community.
- Welcoming applications from pupils with special needs and disabilities, with reference to our policy covering Special Education Needs (SEN), learning difficulties, and disability.

Accessibility

The School has an Accessibility plan for the period 1 April 2015 – 31 March 2018. The Accessibility Plan sets out how the School aims to increase the extent to which disabled pupils (including those with SEN) can participate in the School's curriculum. The School consists of a range of buildings based around a Grade 1 listed Georgian house. Within these constraints, the School lists at page 4 the proposed developments to improve accessibility. For example, the School has been able to achieve greater accessibility in the new Lower School building opened in September 2016 and in the planning of the new theatre, opening in 2017.

Wherever possible we make reasonable adjustments to the timetable to allow for children with restricted mobility to access school facilities. We also can provide additional pieces of equipment for children if reasonably required.

The staff regularly review their teaching strategies to improve the provision of information to disabled pupils if necessary and to remove more generally any potential barriers to learning. This is done through regular training and staff meetings in order to raise awareness of disabilities and to enable them to minimise any potential difficulties for pupils.

Admissions

Heath Mount School expressly promotes equality and diversity. We reflect the diversity of members of our society in our publicity and promotional materials and displays. We



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provide information in clear, concise language, whether in spoken or written form. We base our admissions policies on fair systems that are available to all.

English as an additional language

In order to cope with the academic and social demands of the School, pupils need to be able to access the curriculum in English. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

Uniform

All pupils are expected to wear the prescribed uniform of Heath Mount School. Requests for the variation of the uniform may be made, in writing, to the Headmaster who will consider the request if it is made on religious grounds that are consistent with our policy on Health and Safety. The Headmaster would invite parents to discuss their request with him and may take expert advice prior to making a decision.