



# Equal Opportunities Policy

**Review cycle:** Two Years

**Last Review Date:** Sept 2023

**Next Review Date:** Sept 2025

**Staff responsible:** Keith Brown, Headmaster

**Committee responsible:** Main Board

**(This policy applies to the whole School including EYFS)**  
(Willington School reserves the right to update all policies on a regular basis)



## **EQUAL OPPORTUNITIES POLICY**

1. Promoting equal opportunities is fundamental to the aims and ethos of Willington 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.
2. The School is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. 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.
3. We also welcome applications from pupils with special needs and disabilities that we are reasonably able to accommodate and properly support, and refer parents to our policy covering Special Education Needs (SEN), learning difficulties, and disability.
4. Generous means tested 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. ([bursar@willingtonschool.co.uk](mailto:bursar@willingtonschool.co.uk))

## **CODE OF CONDUCT**

5. The Headmaster and the Senior Leadership Team play an active role in monitoring the School's policy on equal opportunities. Use is made of assemblies, PSHE, RE, Drama, English and other lessons to:
  - a. Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
  - b. Promote positive images and role models to avoid prejudice and raise awareness of related issues.
  - c. Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
  - d. Understand why and how we will deal with offensive language and behaviour.
  - e. Understand why we will deal with any incidents promptly and in a sensitive manner.
6. Harassment in all its forms is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination training and attend regular INSET sessions on the subject.
7. A successful equal opportunities policy requires strong and positive support from parents and guardians, including full acceptance of the School's ethos of tolerance and respect.

## **MONITORING**

8. Willington School monitors its equal opportunities policy regularly and reports to the Governors annually in order to ensure its effectiveness. As part of that process, we may invite parents to complete an anonymous ethnic monitoring form, using the same ethnic categories as used in the national census. When the completed forms arrive at the school, they are separated from any other material that might identify the individual child and the data is logged. The individual forms are then shredded.
9. Under no circumstances would we link our ethnic monitoring data with our pupil records.
10. We hope that all parents will feel able to participate in the ethnic monitoring scheme.



#### ENGLISH AS AN ADDITIONAL LANGUAGE

11. In order to cope with the academic and social demands of Willington School, pupils must become fluent English speakers. Tuition in English as an Additional Language (EAL) should be arranged at the parent's expense in consultation with the school.

#### REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

12. Although Willington School has Christian roots and base our values on kindness, honesty, respect and humility, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths. However, parents should be aware that all pupils at the School are required to wear a uniform. The Headmaster will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the School's ethos and its policy on Health and Safety. The Headmaster may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

#### COMPLAINTS

13. 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.

**Review period:**            **Bi -annual**

**Reviewed by:**   **Headmaster**