

# HEMDEAN HOUSE SCHOOL

## CAVERSHAM

### **Equal Opportunities Policy**

Last Updated: April 2020

Review Date: April 2021

#### **Introduction**

This policy applies to all children including those in the Early Years Foundation Stage (EYFS). Promoting equal opportunities is fundamental to the aims and ethos of Hemdean House School. We welcome applications from staff and pupils with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing or pupils for today's world. We concentrate on educating the individual, by providing a comfortable and welcoming atmosphere where individuals feel valued and can flourish.

Hemdean House is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, transgender identity, body image or social background. We believe that exposing children to as wide a range of cultural experiences as possible whilst they are developing, can only be enriching.

We welcome applications from pupils with special needs and disabilities and refer parents to our policy covering Special Education Needs and Disabilities (SEND). Our special needs coordinator covers the whole School. They liaise with staff, parents, educational psychologists, speech therapists and the local government agencies who support the placement of children who have a statement of Special Educational Needs (SEN) or Education, Health and Care Plan (EHCP) at Hemdean House School.

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. However, funds are not limitless and applicants are advised to apply early.

#### **Code of conduct**

The Head Teacher, Leadership Team and Staff play an active role in monitoring the implementation of the School's policy on equal opportunities. Use is made of Assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the School community
- Promote positive images and role models to avoid prejudice and raise awareness of related issues. Providing positive non-stereotypical information about ethnic groups and people with a need or disability

- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised
- Understand why and how we will deal with offensive language and behaviour
- Understand why we will deal with any incidents promptly and in a sensitive manner

Harassment in all its forms is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination.

A successful equal opportunities policy requires strong and positive support from parents and guardians. Full acceptance of the School's ethos of tolerance and respect is required of everyone at Hemdean House School.

## **Monitoring**

The School monitors its equal opportunities policy regularly. As part of that process, we invite all parents to complete an ethnicity monitoring form. We also monitor through the use of Individual Education Plans (IEPs), Parent/Teacher conference, pupil profiling, target setting and reports.

## **English as an additional language**

In order to cope with the academic and social demands of the School, pupils are encouraged to be fluent English speakers. It is not a bar to entry if a student does not speak English. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense. In the Early Years Department, children who do not speak English as a first language are welcomed and together with support from parents and staff, the transition is rapid.

## **Requests for special diets**

The School offers a varied menu and alterations can be made for individuals who are observing religious or health-based diets.

## **Requests for variations in the School uniform**

Although Hemdean House School is non-denominational our ethos is broadly based on Christian principles. However, we do not select for entry on the basis of religious belief. We welcome pupils of all faiths and offer the opportunity for all pupils to practice their own faiths.

Parents should be aware that all pupils at Hemdean House School are required to wear a uniform. The Head Teacher 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 Head Teacher may take expert advice and will normally arrange to meet with the parents to discuss the implications of such a request.

## **Complaints**

We hope that you and your child do not have any complaints about the operations of our equal opportunities policy. Copies of the School's complaints procedure can be sent to you on request.