

**Collège Français Bilingue de Londres  
("CFBL" or the "School")**

**Equality of Opportunities Policy (pupils)**

Authorised by:	The Board of Governors of CFBL
Date:	20 September 2021
Review Date:	June 2022
Circulation:	Governors/all staff/volunteers, automatically Parents on request/School Website

### **Introduction**

Promoting equal opportunities is fundamental to the aims and ethos of CFBL. The School is committed to equal treatment for all pupils, regardless of race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, age, marriage or civil partnership ('protected characteristics').

### **AIMS**

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

### **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.

Parents must inform the School when submitting an application 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.

### **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 pupils 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;
- Use is made of *vie scolaire* assemblies and lessons 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.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures.
- Understand why and how we will deal with offensive language and behaviour.
- Actively promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs;
- Ensure that pupils with French or English as an additional language receive necessary educational 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.

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 and Discipline Policy and Anti-bullying Policy. Pupils who are in breach of these policies may be sanctioned in accordance with the School's Behaviour Policy.

#### **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. Further information on the School's reasonable adjustments duty can be found in the School's SEN and Disability Policy.

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.

#### **COMPLAINTS, MONITORING AND REVIEW**

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 and are available on the school website.

The Head regularly monitors and reviews the effectiveness of this policy and reports to the governors on the policy's effectiveness in practice.

#### **RELATED POLICIES**

- Admissions policy
- Behaviour and discipline policy
- Special Educational Needs (SEN) and Disability Policy
- Equal Opportunities for Staff policy

- Anti-bullying policy
- Complaints Procedure

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Last review date by Management: June 2021  
Last approval by Governors: 20 September 2021