

Equality of Opportunities Policy (pupils)

Authorised by:	The Board of Governors of CFBL
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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 individual's race, ethnicity, sex, learning difficulty, religion or belief, sexual orientation, gender reassignment or social background ('protected characteristics').

AIMS

The School wishes to ensure that as far as possible, all its pupils are able to enjoy the quality of education available to other CFBL pupils. It is part of the School policies to prohibit all forms of direct or indirect discrimination against pupils, and to take proactive steps to tackle discrimination, and promote equality of opportunity for all pupils.

The School is committed to inclusion in all its forms:

- the curriculum which is inclusive and accessible,
- the physical environment including classrooms, playground, canteen and choice of inclusive and suitable offsite visits or school trips,
- The social and community life inside and outside the school (community integration including out of School activities).

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,
- Value diversity and to create a strong culture of inclusiveness
- 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.

We welcome applications from pupils with special needs and disabilities and refer parents to our policy covering Special Educational Needs (SEND Policy). Parents are invited to inform the School, when submitting an application, of any special circumstances relating to their child which may affect their child's performance 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.

Bursaries are offered 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 obtained from the School's Admissions Department.

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 *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.
 - Understand why we will deal with incidents promptly and in a sensitive manner.
 - Challenge inappropriate attitudes and practices. The School records and monitor instances of discrimination that occur.
- 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.

Harassment and bullying in all its forms are 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 & Discipline Policy.

A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect is expected.

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 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.

STAFF TRAINING

The School has a SENCO, currently Mrs Muriel Graczyk. The School also works with certain professionals as further explained in CFBL's SEND policy.

For the 2022-2023 school year, all staff will receive training on supporting children with special learning difficulties and on unconscious bias.

EDI COMMITTEE

The Board has an Equality Diversity & Inclusion committee whose aim is to define CFBL's strategy with regard to EDI matters and support and promote EDI at CFBL among children, staff and parents. The EDI committee defines each year the School's EDI objectives for the school year.

The EDI committee monitors agreed KPIs and reports to the whole board of governors.

COMPLAINTS, MONITORING AND REVIEW

Any complaints about the implementation of our equal opportunities policy can be addressed to the School in accordance with the School's Complaints Policy available on the School's website.

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

RELATED POLICIES

- Admissions policy
- Behaviour and discipline policy
- Special Educational Needs (SEN) and Disability Policy
- Supporting pupils with medical needs policy
- Equal Opportunities for Staff policy
- Anti-bullying policy
- Complaints Procedure
- Accessibility Plan

Last review date by Management: January 2023