



ALDENHAM
— SCHOOL —

Equal Opportunities for Students Policy

**Revised October 2024
by Deputy Head Pastoral**

Scope

Aldenham School is committed to equal treatment for all students, regardless of age, race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity ('protected characteristics').

Aims

The aims of this policy and the School's ethos as a whole is to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics;
- Promote equality of opportunity for all members of the School community; and,
- 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 and carers 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. Where there is competition for places, each application will be considered on its merits in accordance with the School's selection criteria based on an applicant's ability and aptitude. The School accepts applications from, and admits, all prospective students irrespective of their gender, disability, gender reassignment, pregnancy and maternity, race, religion or belief (or lack of religion or belief) or special educational needs ('SEN').

Parents must inform the School when submitting the Registration Form 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.

Financial Circumstances

Aldenham School is a fee paying school and as such, parents, guardians or other persons responsible for the payment of fees for a Student, are responsible for ensuring the punctual payment of all fees and extras as the Head, Bursar and Governors may determine. Subject to this condition, the School shall ensure for all students attending the School, equality of opportunity and provision regardless of the social or financial circumstances of their families.

Bursaries are means tested awards offered to those who meet the School's admission criteria but may otherwise be unable to attend the School due to financial hardship. Bursaries are only available for Aldenham Senior School Students. Details of our provision for bursaries, can be found on our website or further detail can be obtained from the Bursary office.

Educational Services

The School affords all Students 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 student on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

The School will:

- Treat all members of the School community 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;
- Ensure that Students with English as an additional language and Students with an Education Health Care Plan receive necessary educational and pastoral support;
- Monitor the admission and progress of students from different backgrounds;
- Challenge inappropriate discriminatory behaviour by students and staff;
- Offer all students 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;
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices; and,
- Use the curriculum, assemblies and PSHE 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.

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 Anti-bullying Strategy.

Religious Belief

Although the School's religious ethos is based on Christian values and tradition, the School is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights and freedoms of other members of the School community.

All students are expected to attend School religious services and Philosophy, Religion and Ethics lessons as determined by the Governors and Head. It is fully understood and accepted that students may be required to be absent on occasion during the course of the school year in order to observe religious holidays.

The governing body, through the senior leadership team, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

Dietary Requirements

The School employs an outside catering company (Holroyd Howe) who provide a nutritious and balanced diet with plenty of choice at mealtimes. Provision is made at all meals for students who have special dietary requirements based on preference, religion or medical advice. Students are encouraged to attend food committee meetings and student council meetings to discuss the school's food provision and influence future menu choice.

Sexual Orientation

The School will ensure equality of opportunity regardless of a student's sexual orientation. The School seeks to be understanding of students irrespective of their sexual orientation and promotes social awareness via the PSHE programme.

Requests for Variation in the School Uniform

All Students are required to wear a uniform. A "business dress" code operates for Years 12 and 13. The Head and or Deputy Head Pastoral will consider requests from parents and students for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with the School's policy on health and safety and it is reasonable in all the circumstances including in light of the School's obligations under the Equality Act 2010.

Reasonable Adjustments for Students with Disability

The School has an ongoing duty to make reasonable adjustments for students with a disability to ensure they do not suffer a disadvantage in comparison with other students.

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 disadvantage. The School will carefully consider any proposals for auxiliary aids and services considering a student'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 Special Educational Needs 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 students can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled students are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled students of information which is readily accessible to students who are not disabled, subject to reasonable adjustment.

Special Educational Need

The School will strive to make appropriate provision for students with SEND requirements and individual support lessons may be available. In addition, SEND assessment is available at the School and access arrangements can be made for students with special requirements for examinations, e.g., ICT facilities, amanuensis, isolation.

Monitoring and Review

The Deputy Head Pastoral regularly monitors and reviews the effectiveness of this policy, and may be subject to regular review by the Head.

Breach of this Policy

Students who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Policy.

The School is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities. In reported cases of racist behaviour, the School adheres to the guidance contained in the Dealing with Racist Incidents Policy.

Aldenham School will seek to ensure equality of opportunity for all Students in the areas outlined above at every possible stage. The School recognises the right of Students or their families to express concern where they feel that this may not be the case. Use of the School's complaints procedure or

of the normal mechanisms of raising concern by way of teaching staff, Housemasters and other members of staff is as applicable to concerns covered by this document as to other questions of welfare and academic progress.

The School seeks to ensure provision of equality of opportunity is consistent with the safety of Students and as appropriate to their age. The School will explain fully to Students or their families any occasions where apparent differences in the way Students have been treated may be appropriate because of such issues as age or medical grounds. The School rules and procedures are applied to all Students as is its policy on sanctions and rewards. The School regards it as a positive advantage that the mixture of religions, traditions, cultural and national backgrounds represented in its community is a rich one, to be enjoyed and appreciated by all members of the School. The positive and active assurance of equality of opportunity is an essential part of the School's mission.