BERKHAMPSTEAD SCHOOL
AND DAY NURSERIES

Equal Opportunities for Pupils

Promoting equal opportunities is fundamental to the aims and ethos of Berkhampstead School and Day Nurseries.

Berkhampstead School and Day Nurseries recognises the benefits of having a diverse community, with individuals who value one another, and the different contributions everyone can make. Pupils will be taught to value and respect others. Berkhampstead School and Day Nurseries are committed to being an equal opportunities school and is committed to equal treatment for all pupils, regardless of race, sex, disability, religion or belief, sexual orientation, gender reassignment ("protected characteristics").

Aims
The aims of this policy and Berkhampstead School and Day Nurseries' ethos as a whole is to:

- Communicate Berkhampstead School and Day Nurseries' commitment to the promotion of equal opportunities for its pupils.
- Eliminate unlawful discrimination on grounds of any of the protected characteristics.
- Promote equal treatment for all members of the Berkhampstead School and Day Nurseries community.
- Create and maintain an open and supportive environment, free from discrimination.
- Foster mutual tolerance and positive attitudes so that everyone can feel valued.
- Comply with Berkhampstead School and Day Nurseries' equality duties contained in the Equality Act 2010.
- Remove or help to overcome barriers for pupils where they already exist.
- Enforce that all discrimination on the grounds of a protected characteristic is unacceptable and will not be tolerated.

All members of the Berkhampstead School and Day Nurseries community are expected to comply with this policy and treat others with dignity at all times.

All parents are expected to support the aims of this policy and Berkhampstead School and Day Nurseries' ethos of tolerance and respect.

Staff at Berkhampstead School and Day Nurseries, particularly those working at a management level, have a specific responsibility to set an appropriate standard of behaviour, to lead by

example and to promote the aims and objectives of Berkhampstead School and Day Nurseries with regard to equal opportunities.

Regulatory framework
This policy has been prepared to meet Berkhampstead School and Day Nurseries' obligations under the:

- Equality Act 2010
- Statutory Framework of the Early Years Foundation Stage 2017
- Children and Families Act 2014
- Education (Independent School Standards) Regulations 2014.

This policy has regard to the following statutory guidance and advice:

- Equality Act 2010 explanatory notes
- Equality and Human Rights Commission Technical Guidance for Schools in England (2014)
- Working Together with Safeguarding Children (July 2018)
- Keeping Children Safe in Education

This policy should be read in conjunction with the following:

- Admissions policy
- Behaviour policy
- Anti-bullying policy
- Discipline and Exclusions policy
- Accessibility Plan
- Anti-harassment policy
- Special Educational Needs (SEN) and Disabilities policy
- Equal opportunities for staff policy

Admissions
Berkhampstead School and Day Nurseries treats every application for admission in a fair, open-minded and equal way in accordance with this policy and the Admissions Policy. Berkhampstead School and Day Nurseries accepts applications from, and admits, all prospective pupils irrespective of their gender, disability, gender reassignment, race, religion or belief (or lack of religion or belief) or special educational needs ("SEN").

Please see the Equal Opportunities for Staff Policy in relation to our approach to staff recruitment and selection.

Parents must inform Berkhampstead School and Day Nurseries 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 Berkhampstead School and Day Nurseries so that we can consider what reasonable adjustments may be necessary to ensure that the child is not placed at a substantial disadvantage compared to other children. Berkhampstead School and Day Nurseries 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 means tested awards offered to those who meet the School's admission criteria but may otherwise be unable to attend Berkhampstead School and Day Nurseries due to financial hardship. Details of our provision for bursaries can be obtained from the bursar's office.

Educational services

Berkhampstead School and Day Nurseries 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). Berkhampstead School and Day Nurseries will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

Berkhampstead School and Day Nurseries will:

- Treat all members of the 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 pupils with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support.
- Monitor the admission and progress of pupils from different backgrounds.
- Challenge inappropriate and unacceptable discriminatory behaviour by pupils and staff
- Encourage children to work and play freely and have respect for all other pupils irrespective of any protected characteristic.
- 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 at Berkhampstead School and Day Nurseries
- Ensure that it reviews, monitors, and evaluates the effectiveness of inclusive policies and practices
- Use assemblies, PSHE and other aspects of the curriculum 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.
    - Encourage children to question and challenge assumptions and stereotypes in order to better understand discriminatory behaviours and bias.

Berkhampstead School and Day Nurseries recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all its forms (including cyberbullying) are unacceptable and will be dealt with in accordance with the Behaviour and Anti-Bullying policies.

Religious belief

Although Berkhampstead School and Day Nurseries' ethos is based on Christian values, Berkhampstead School and Day Nurseries 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 community.

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.

Reasonable adjustments for pupils with disability
Berkhampstead School and Day Nurseries 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, including during the admissions process.

Where Berkhampstead School and Day Nurseries is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, Berkhampstead School and Day Nurseries is able to make to avoid their child being put at a substantial disadvantage in comparison to other pupils. Berkhampstead School and Day Nurseries will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to Berkhampstead School and Day Nurseries. Further information on the reasonable adjustments duty can be found in the SEN and Disability Policy.

Berkhampstead School and Day Nurseries has an Accessibility Plan in place which can be found on the website and a hard copy can be made available upon request. This sets out Berkhampstead School and Day Nurseries' plan to increase the extent to which disabled pupils can participate in Berkhampstead School and Day Nurseries' curriculum; improve the physical environment 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 Berkhampstead School and Day Nurseries; and improve the delivery of information to disabled pupils which is readily accessible to pupils who are not disabled.

Monitoring and review
The Executive Director and Director of Day Nurseries regularly monitors and reviews the effectiveness of this policy and reports to the governors on the policy's effectiveness in practice.

Breaches of this policy
Pupils who are in breach of this policy may be sanctioned in accordance with the Behaviour Policy.

If you believe that a child has received less favourable treatment as a result of a protected characteristic, or if you feel that this policy has been breached in any way to a child's detriment you are encouraged to raise the matter through the complaints procedure (available from the website).