

Policy	03 - 10	Equal Opportunities to Education Policy	
Responsible Member of staff	Caroline Ainsworth		
Responsible Governor	Carely Leonard		
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## **PART 1 - STATEMENT OF GENERAL POLICY**

The Downs Malvern understands that, under the Equality Act 2010, all schools have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality between different groups;
- Foster good relations between different groups; and
- Promote health and wellbeing.

The Downs Malvern is dedicated to recognising the potential of each individual, to be nurtured and valued and to promote the mental wellbeing amongst our pupils.

This policy is relevant to all sections of the school, EYFS, Pre-prep and The Prep School.

### **1. Introduction**

1. At The Downs Malvern we value the individuality of all our children. All the children's achievements, attitudes and wellbeing matter to us.
2. We are committed to giving all our children every opportunity to achieve the highest of standards and we do this by taking account of pupils' varied experiences, talents, needs and supporting children with special educational needs and disabilities. We offer a broad and balanced curriculum and have high expectations of the children.
3. Activities and the use of equipment offer all children the opportunity to develop in an environment free from prejudice and discrimination.
4. Appropriate opportunities will be given to children to acknowledge and value similarities and differences between themselves and others.

### **2. Aims and Objectives**

1. The Downs Malvern does not discriminate against pupils on the grounds of their gender, disability, race, religion or belief, sexual orientation or gender reassignment. These can be called the Protected Characteristics, in line with requirements in the Equality Act 2010 and covers both direct and indirect discrimination.

2. We promote the principles of fairness and justice for all through the education that we provide in The Downs Malvern.
3. We ensure that all pupils have equal access to the full range of educational activities and opportunities provided by the school.
4. We celebrate the cultural diversity of our community and foster good relationships between people of different groups.
5. All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

### **3. Admission**

1. The Downs Malvern looks at every application for admission in a fair and equal way in accordance with this policy and the School's Admission Policy.
2. The Downs Malvern accepts applications from, and admits, all prospective pupils irrespective of their gender, disability, gender reassignment, race, religion, belief or Special Educational Need.
3. The Downs Malvern 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.

### **4. Educational Services**

1. At The Downs Malvern we aim to tackle discrimination and promote equality of opportunity and good relations across all aspects of school life.
2. We are committed to providing all pupils access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic.
3. The Downs Malvern 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 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 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
  - 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.

4. 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 policies.

## **5. Disability and Special Educational Needs**

1. The Downs Malvern is an inclusive school and welcomes members of the school community with disabilities and special educational needs.
2. The Downs Malvern 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 Downs Malvern has an Accessibility Plan in place which can be found on the School website and a hard copy can be made available upon request.

Reasonable adjustments may typically include:

- Making adjustments for a child in a wheelchair.
  - Allowing extra time in exams for a dyslexic child.
  - Providing examination papers in larger print for a child with a visual impairment or coloured paper for visual dyslexia
  - Reducing the timetable for a child with a medical fatigue disability, for example, Long Covid.
  - Rearranging the timetable to allow a pupil to attend a class in an accessible part of the building.
  - Arranging a variety of accessible sports activities.
  - Providing a Calming Room, for pupils who may need to emotionally regulate at times.
3. The Downs Malvern will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to the School.
  4. The Downs Malvern has a Special Educational Needs Policy which is consistent with this policy and can be found on the School website and a hard copy can be made available upon request.

## **6. Religious Belief**

1. Although the School's religious ethos is based on Christian values and tradition, The Downs Malvern 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.
2. 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.

**7. School Uniform**

All pupils are required to comply with the school dress code. The Headmaster will consider requests from parents and pupils for variations in the dress code 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.

**8. Breach of this Policy**

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

**9. Review of Policy**

This policy and procedures will be reviewed at least every two years.