



EQUAL OPPORTUNITIES FOR PUPILS POLICY

INTRODUCTION

Promoting equal opportunities is fundamental to the aims and ethos of Kimbolton School. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Kimbolton School is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, gender, disability, learning difficulty, body image or social background. We are an academically selective school and we believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policy covering Special Education Needs (SEN) Policy.

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
- Comply with the School's 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 countenanced.
- Communicate the School's commitment to the promotion of equal opportunities for its pupils;
- Create and maintain an open and supportive environment, free from discrimination;
- Foster mutual tolerance and positive attitudes so that everyone can feel valued within the School;

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.

REGULATORY FRAMEWORK

This policy has been prepared to meet the School's obligations under the:

- Equality Act 2010;
- Children and Families Act 2014;

- Education (Independent School Standards) Regulations 2014.

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

- The Equality Act 2010 and schools: departmental advice for school leaders, school staff, governing bodies and local authorities (DfE, May 2014)
- Equality Act 2010 explanatory notes
- Equality and Human Rights Commission Technical Guidance for Schools in England (September 2023)
- Working Together to Safeguarding Children (July 2018)
- Keeping Children Safe in Education (September 2023)

CODE OF CONDUCT

The Headmaster, the Senior Leadership Team and pastoral staff play an active role in monitoring the implementation of the School's policy on equal opportunities. Use is made of Assemblies, PSHE, PRE, Drama, English and other lessons, along with extra-curricular groups such as LGBTQ+ (KimPride) and Protected Characteristics (Kimunity) groups, to

- Promote tolerance of each other and respect for each other's position within the school community.
- 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. Bias should be recognised.
- Understand why and how we will deal with offensive language and behaviour. Discriminatory and derogatory language (eg. racist, homophobic or disability) is unacceptable and action will be taken against any such instances that occur (in accordance with the Prevent Duty – October 2023).
- Understand why we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms is unlawful and unacceptable; our Anti-Bullying Policy contains clear procedures for dealing with unlawful discrimination. Staff have received anti-discrimination training. 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 (see School's values).

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. Although an academically selective School, 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 pupils irrespective of their gender, disability, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief (or lack of religion or belief). Pupils with special educational needs ('SEN'), who have the underlying cognitive skills to maintain the pace of the curriculum delivery here, are also warmly welcomed. It may be that additional targeted, bespoke lessons need to be considered in addition to the core curriculum delivery, to enable this.

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. If specific SEN needs are highlighted or submitted to the Registrar after a place has been offered, and the school feels that despite reasonable adjustments it cannot adequately support these SEN needs, it reserves the right to retract that placement offer in the best interests of the prospective pupil.

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. Details of our provision for bursaries can be found on our website or obtained from the Bursar's office.

EDUCATION

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 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 a medical Education Health Care Plan (EHCP) receive necessary educational and welfare support. Any additional one to one adult (TA) allocation in an EHCP would need to be county funded.
- 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
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- 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.
 - Encourage children to question and challenge assumptions and stereotypes in order better to understand discriminatory behaviours and bias.

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 (including cyber bullying) is

unacceptable and will be dealt with in accordance with the School's Behaviour & Discipline and Anti-Bullying policies.

ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the high academic and social demands of Kimbolton School, pupils must be fluent English speakers. Normally pupils should have been educated in the English language for at least two years before coming to the school. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although Kimbolton School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for non-Christians to practice their own faiths. However, parents should be aware that all pupils are required to wear the school's uniform until the Lower Sixth at which age a strict "business dress" code operates. The Headmaster will consider written requests from parents for variations in the uniform on religious grounds, disability and/or gender reassignment and may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request. Any agreed change would have to be consistent with Kimbolton School's policy on Health & Safety and reasonable in all the circumstances, including in the light of our obligations under the Equality Act 2010.

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

Any concerns should be raised through the Parental Complaints Procedure (see policy available on School website).

MONITORING AND REVIEW

The Headmaster 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
- Special Education Needs (SEN) and Disability Policy
- Behaviour & Discipline Policy
- Equal Opportunities for Staff Policy
- Anti-Bullying Policy
- Pupil Sanctions Record
- Parental Complaints Procedure

Reviewed: September 2023
Headmaster