



FARLINGTON

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EQUAL OPPORTUNITIES POLICY FOR PUPILS

The Equal Opportunities Policy for Pupils applies to the whole school including the Early Years Foundation Stage.

Farlington School recognises its duties under the Equality Act 2010.

Farlington School is committed to providing equality for all pupils from the Nursery Class to the Sixth Form inclusive and to taking positive action to eliminate discrimination in all areas of work. We aim to ensure that every pupil is given an equal opportunity to achieve their full potential and we are proud that the education we provide is free from unlawful or unfair discrimination on the grounds of race, nationality, ethnic origin, sex, sexual orientation, gender reassignment, disability or religious beliefs. Every pupil is regarded as an individual of equal worth and importance.

The School's ethos underpins our Equal Opportunities Policy and we ensure that this is evident in the formal curriculum and permeates through the extracurricular and more informal side of school life too.

We take care to ensure that Farlington School pupils' are aware of and understand this policy.

We aim to:

- Promote a positive self-image in all pupils and respect their individuality; providing for all pupils according to their needs, irrespective of their gender, race or any disability.
- Ensure equality of opportunity which permeates the whole curriculum and the general ethos of the School.
- Deliver the curriculum, and ensure that it contains non-stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture or religion.
- Include in our resources, books, materials and equipment that are multi-cultural and non-sexist, providing positive images of all groups, including the disabled.
- Ensure that the organisation of the School is sensitive to the needs of all.
- Acknowledge the richness and diversity of British society and help to prepare pupils for their role within this.

- Develop a positive attitude to equal opportunity by all staff, parents, helpers, governors, pupils and all who participate in the school.

Admission of Pupils

Please refer to our Admissions Policy which adheres to equal opportunities.

Race

We regard as racism any attitude held by a person or group of one ethnic origin towards an individual or group of a different origin, which is offensive, discriminatory or hostile towards the individual, or group on grounds of ethnic differences. We also consider racism to be behaviour, acts or expressions that reflect such attitudes, or any incitement to behaviour of that kind.

Farlington does not have a significant number of pupils from ethnic minority groups, but recognises the positive role in developing an understanding of the importance of racial harmony so that the pupils are well equipped to play their part in a multi-cultural society.

Gender

We consider sexism to be an attitude held by a person or group of one sex towards an individual or group of the other sex which is offensive, discriminatory or hostile towards the individual or group on grounds of gender difference or sexuality. We consider sexual harassment to be behaviour, acts or expressions that reflect such an attitude or incitement to behaviour of that kind.

As a predominately girls' school we are aware of a possible female bias. Care is taken that resources such as books, CDs, videos et cetera present a balanced picture.

Religion

The philosophy of the school is based on Christian ethics, but we also welcome pupils from all faiths, or none. We encourage all pupils to attend assembly, but if the pupils and their parents have religious or moral objections to a pupil attending the religious element of assembly, then they should write to the Headmistress. Every effort will be made to enable pupils to worship in areas that are appropriate to their faith.

Our Religious Studies (RS) lessons are designed to promote an understanding of Christianity as well as the religious diversity that characterises modern Britain. Parents are entitled by law to withdraw their child from RS lessons if they so wish. Parents who wish to withdraw their children from RS lessons should write to the Headmistress.

We acknowledge that religious festivals are an important part of family life. Where relevant, our aim is to show respectful awareness of all major events in the lives of our pupils and to welcome the diversity of backgrounds from which they come. Our care and interest in every pupil from the day they start their education at Farlington enable us to share in and respect the diversity of faiths within our school. Visitors and parents are always welcome to enhance the pupils' understanding of our diverse society.

Disability and Educational Needs

We regard as unacceptable, offensive, discriminatory or hostile attitudes held by a person or group towards an individual with a physical or mental disability, on grounds of their disability. We hold this view whether the disability is mild or severe. We regard as unacceptable behaviour, acts or expressions which reflect such attitudes or any incitement to others to adopt such attitudes.

Dealing with Allegations of Discrimination or Harassment

- Any such incident should be reported to the Headmistress or a member of the Senior Leadership Team

- Two members of the Senior Leadership Team (SLT) will interview the individual or group against whom the allegation has been made.
- Signed written statements will be taken at the interview.

If in the judgement of the SLT the allegations may be substantiated the following measures will be taken:

- I. Two members of SLT will then interview the individual(s) who is/are alleged to have caused the offence. Signed written statements will be taken at the interview.
- II. Parents/guardians of all pupils involved in the incident will be informed.
- III. The victims of harassment and discrimination will receive the appropriate support and counselling from trained/qualified staff. (Reference should be made to the Anti-bullying Policy)
- IV. Any such incident will be recorded in a dedicated and confidential file.

Sanctions

If a pupil or group of pupils are found to be in breach of our Equal Opportunities Policy, the School will apply an appropriate sanction, which will be recorded in a special file and on the pupil's personal file. Sanctions may include a Saturday detention, fixed term or permanent exclusion. The Headmistress will discuss the sanctions to be imposed with the SLT and report to the Chairman of the Governing Council.

Awareness and Monitoring

The Headmistress and Assistant Head (Pastoral) will ensure that all pupils and staff (teaching and non-teaching) are kept fully aware of their responsibilities in respect of equal opportunities, harassment and discrimination on grounds of race, gender or disability.

This Policy will be kept under regular review by the SLT with a view to informing or amending practical procedures. The Head of EYFS, Class Teachers in the Prep. School and Heads of Faculty in the Senior School are responsible for monitoring the implementation of the Policy in their areas of the School. The SLT will review the Policy and its effects on an annual basis. The Headmistress will report to the Governing Council.

Our policies for Admissions, Complaints, Equal Opportunities (teaching and non-teaching staff), Life Skills (PSHE) and Safeguarding Children, should be read in conjunction with this document; they work closely together to ensure that equal opportunities are offered to all pupils and excellent support is provided.