



Equal Opportunities Policy

Whole School Policy Including EYFS

At Dolphin School, we aim to ensure that every pupil is given an equal opportunity to achieve their full potential, and to take full advantage of the School's facilities and activities. We also believe that each individual is entitled to learn in a supportive environment, free from prejudice or discrimination of any form.

This policy should be read in conjunction with the School's policies on Special Educational Needs & Disability (SEND) and its Accessibility Plan, Anti-bullying and Admissions.

Promoting equal opportunities is fundamental to the aims and ethos of Dolphin School ('the School').

The School is committed to equal treatment for all pupils, regardless of race, sex, disability, religion or belief, sexual orientation ('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
- 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 are expected to support the aims of this policy and the School's ethos of tolerance and respect.

Responsibilities

The Headteacher and Senior Management Team are responsible for ensuring equal opportunities in the School and in the Curriculum.

All staff members are responsible for following this Policy and reporting incidents of unequal treatment or discrimination to an appropriate member of the Senior Management Team. Staff members are also encouraged to challenge any cultural bias or stereotyping that may arise during the course of their work.

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, 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.

Educational Services

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 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
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Use the curriculum, assemblies and PSHE to:
 - o Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
 - o 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 policies.

Religious Belief

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.

The advisory 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

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. 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.

Discriminatory Behaviour

Discriminatory remarks made by children, parents or staff members are unacceptable and action will always be taken. It is, however, recognised that in our youngest children, the comments can be harmless and due to a lack of understanding. We help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable through PSHE, R.E., assemblies, pastoral work and generally in all aspects of school life and in the curriculum.

Policy Implementation

The School will ensure the implementation of this policy through:

- Monitoring and Self Evaluation:

Monitoring the effectiveness and impact of the Equal Opportunities Policy is ultimately the responsibility of the Headteacher and senior management, but every member of staff is responsible for the day-to-day operation of the policy in terms of promoting good practice.

- Training:

Dolphin's employees will receive guidance on the learning needs of pupils with special educational needs and learning difficulties and disabilities, where appropriate. Equality training and guidance may also be provided for staff as appropriate, including training and awareness of this Policy within the School's induction programme.

- Communication:

This Policy will be communicated to all staff members, and made available for current and prospective parents via the School website, with a hard copy available for viewing on request.

Monitoring & review

The Head regularly monitors and reviews the effectiveness of this policy and reports to the advisors on the policy's effectiveness in practice.

Breach of this policy

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

Review date: November 2020

Next review: November 2021