



DANESHILL SCHOOL

EQUAL OPPORTUNITIES POLICY

This policy applies to all parts of Daneshill School including Early Years Foundation Stage.

Updated: September 2022
Review date: September 2023

Promoting equal opportunities is fundamental to the aims and ethos of Daneshill 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.

Daneshill School is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. We are a non-selective school but 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), learning difficulties, and disability.

Generous bursaries are offered in order to make it possible for as many as possible who meet the school's admission criteria to attend the school. Details of our provision for bursaries can be obtained from the Bursar's office.

CODE OF CONDUCT

The Head, the Senior Management Team (SMT), the teaching staff, and the non-teaching staff all play an active role in monitoring the implementation of Daneshill School's policy on equal opportunities. Use is made of assemblies, PSHEE, RE, Drama, English and other lessons 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.
- Understand why we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination training. Teaching and non-teaching staff attend regular INSET sessions on the subject.

A successful equal opportunities policy requires strong and positive support from parent and guardians, and full acceptance of the school's ethos of tolerance and respect.

MONITORING

Daneshill School monitors its equal opportunities policy regularly and reports to the board of governors in order to ensure its effectiveness.

ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the high academic and social demands of Daneshill School, pupils must be fluent English speakers. Each prospective pupil's levels of English is assessed on their Trial day or at New Children's Morning. It is recognised that a child will be better able to integrate with a limited fluency the younger they are.