



EQUAL OPPORTUNITIES POLICY

(see also Accessibility Plan; Disability Policy; SEND Policy;
Gifted and Talented Children and Pupils Policy)

This policy applies to all pupils in the school, including those in the EYFS.

Promoting equal opportunities is fundamental to the aims and ethos of Oakwood School. As a school we are proactive in establishing and maintaining a culture of equality in which pupils with protected characteristics do not experience unlawful discrimination. We are committed to equal treatment for all pupils, regardless of race, gender, disability, religion or belief, sexual orientation or background.

Aims

The aims of this policy and Oakwood'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 Oakwood School community
- Comply with the school's equality duties contained in the Equality Act 2010.

All members of our 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.

Admission

Oakwood treats every application for admission in a fair and equal way in accordance with this policy and our Admissions Policy. We accept applications from, and admit, all prospective pupils irrespective of their gender, disability, race, religion or belief (or lack of religion or belief) or special educational needs ('SEN').

Parents must inform us 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. Oakwood will not offer a place to a child with disabilities if, after reasonable adjustments have been considered, we cannot adequately cater for or meet their needs.

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 obtained from the school bursar.

Educational services

Oakwood 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). We will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

Oakwood 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 within the 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 encourage 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.

Oakwood 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 Management and Anti-bullying policies.

Religious belief

Although Oakwood's religious ethos is based on Christian values and tradition, we are inclusive and welcome and respect 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 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. As a school we encourage the appreciation and respect of other cultures and faiths through the enrichment of education and a balance of work by authors, speakers, artists, scientists etc from other cultures.

Requests for variation in the school uniform

All pupils from Reception to Year 6 are required to wear a uniform. The Head will consider requests from parents and pupils for variations in the uniform 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 obligations under the Equality Act 2010.

Reasonable adjustments for pupils with disability

Oakwood has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they are not treated less favourably and do not suffer a substantial disadvantage in comparison with other pupils.

Where the school is required to consider its reasonable adjustments, it will consult with parents about what reasonable adjustments, if any, Oakwood is able to make to avoid their child being put at a substantial disadvantage. We 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 Oakwood's reasonable adjustments duty can be found in our Special Educational Needs and Disability Policy.


Oakwood has an Accessibility Plan in place which can be found on the school's website and a hard copy can be made available upon request. This sets out the plan to increase the extent to which disabled pupils can participate in our curriculum; improve the physical environment 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; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

Monitoring and review

The Headteacher monitors and reviews the effectiveness of this policy and reports to the governors 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 Management Policy.

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| Reviewed: September 2015 | By: | Nicole Stephens |
| Reviewed: September 2016 | By: | Charlotte Mason, IENCo |
| Reviewed: January 2018 | By: | Charlotte Mason, IENCo |
| Reviewed: January 2019 | By: | Charlotte Mason, IENCo |
| Reviewed: January 2020 | By: | Clare Bradbury, Headteacher |
| Reviewed: January 2021 | By: | Clare Bradbury, Headteacher |
| Signed:  | By: | Clare Bradbury Headteacher |
| Next Review Date: | | January 2022 |