



## **Pownall Hall School**

*Pownall Hall School is committed to co-education and aims to provide a caring, disciplined, safe and secure family environment, where all pupils are enabled and encouraged to maximise on their academic, sporting, musical and creative potential.*

*The School aims to instil traditional values of courtesy, good manners, mutual respect, tolerance and compassion in its pupils and help them develop self discipline and good working habits for the future. The all round personal development of each and every pupil lies at its heart.*

### **5c Equal Opportunities Policy**

*This is a whole school policy; it refers to and includes EYFS, after school care and holiday clubs held on our premises.*

## **1. INTRODUCTION**

Promoting equal opportunities is fundamental to the aims and ethos of Pownall Hall School. We welcome applications from pupils, their parents and staff 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 aim to provide a comfortable and welcoming atmosphere where every individual feels valued and can flourish.

We are committed to equal treatment for all pupils in the school, regardless of their race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. We believe that the educational experience is enriched when children are exposed to as wide a range of cultural experiences as possible whilst they are developing. The school will not discriminate against children or adults on grounds of race, ethnicity, sexual orientation, religious beliefs, social background or, where practicable, learning difficulty or disability - in line with our admission and accessibility procedures.

Bursaries are available on application, in order to make it possible for children who meet the school's admission criteria to attend the school. Details of our provision for bursaries can be obtained from the Business Manager's office.

## **2. CODE OF CONDUCT**

The Headmaster, the Senior Management Team and staff, play an active role and set examples to others in following and monitoring the implementation of our policy on equal opportunities. Use is made of Assemblies, PSHE, RE, Drama, English and other lessons to:

- promote tolerance of each other and respect for each other's position within our school community.
- promote positive images and role models to avoid prejudice and raise awareness of related issues.
- promote British Values
- foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures and circumstances.
- Help pupils understand why the school will deal with any incidents promptly and in a sensitive manner.

**Harassment and bullying of all forms are unacceptable at Pownall Hall School. Please see the Anti-Bullying Policy for further information.**

We recognise that a successful equal opportunities policy requires strong and positive support from pupils, parents, carers, guardians and all staff, together with their full acceptance of the school's ethos of tolerance and respect. We try to achieve this by creating good relationships within the school and with the parent body.

## **3. ENGLISH AS AN ADDITIONAL LANGUAGE**

The school welcomes applications for places from pupils who have English as an additional language. They will need to complete a suite of assessments and also be able to understand simple visual instructions. We would then aim to build on this language knowledge and give them the confidence to develop academically and in particular their oral and written skills in English.

## **4. REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM**

Although Pownall Hall School has a Christian ethos, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for them to practise their own faiths. However, parents should be aware that all pupils at Pownall Hall School are required to wear our uniform. The Headmaster will consider written requests from parents for variations in the uniform that are consistent with the school's policy on Welfare Health & Safety. The Headmaster will arrange to meet with the parents to discuss the implications of such a request.

## **5. COMPLAINTS**

We hope that it will not be necessary but should anyone have any complaints about the operation of our equal opportunities policy, the School's complaints procedure is on our website and is available from the school office upon request.

## **Monitoring and Review**

This policy is monitored regularly by the Senior Leadership Team and is reviewed at least every two years. As part of that process, we invite all parents who accept places at the school to complete an anonymous ethnic monitoring form. The form uses the same ethnic categories as the Government uses in the national census. When the completed forms arrive at the school, they are separated from any other material that might identify the individual child. The data is logged onto a computer spreadsheet by year of entry. The individual forms are then shredded.

Under no circumstances would we link our ethnic monitoring data with our pupil records. We hope that all parents will feel able to participate in the ethnic monitoring scheme.

**Presented to Governors**

**February 2020**

**Signed: *Mrs. Eileen MacAulay***

***February 2020***

**Review Date: February 2021**