



Brentwood School

WHOLE SCHOOL EQUAL OPPORTUNITIES POLICY

This policy is applicable to all pupils including those in the EYFS.

GENERAL STATEMENT

Promoting equal opportunities is fundamental to the aims and ethos of Brentwood 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. This commitment is shared by pupils, staff and governors.

Brentwood School is committed to equal opportunity for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. We are an academically selective school and we 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 policies covering Admissions and Special Educational Needs and Disabilities and to our Accessibility Plan in response to the Equality Act 2010. These are made available on the School's website.

The bursary scheme makes it possible for as many as possible who meet the school's admission criteria to attend Brentwood School. (Details of our provision for bursaries can be obtained from the Admissions Team or the Bursar or Finance Director).

CODE OF CONDUCT

The Headmaster and the Head of the Preparatory School, the Senior Management Teams of both sections of the School, pastoral staff, Housemasters/Mistresses, the Chaplain and the Medical staff play an active role in monitoring the implementation of Brentwood School's policy on equal opportunities. Use is made of Assemblies, PSHE (Life Skills), RE, Drama, English, and other lessons to:-

- i) Promote tolerance of each other and respect for each other's position within the school community, paying particular regard to the protected characteristics set out in the Equality Act 2010.

- ii) Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- iii) Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Students should be able to recognise bias.
- iv) Understand how inappropriate practices and views might be questioned.
- v) Understand why and how we will deal with offensive language and behaviour.
- vi) Understand why we will deal with any incidents promptly and in a sensitive manner.

Harassment in all forms is unlawful and unacceptable. This may include the following conduct:-

- i) physical harassment including gestures and assault;
- ii) verbal or written (including electronic communication) abuse, intimidation, derogatory name-calling, insults threats and jokes;
- iii) visual displays of offensive material including posters and graffiti;
- iv) issuing/wearing of racist materials, eg leaflets, magazines, insignia;
- v) inciting others to behave in a racist or sexist manner, or in a manner offensive to the disabled;
- vi) isolation or exclusion from social activities;
- vii) refusing to co-operate with others on racial grounds, or on account of sex, marital status or sexual orientation or on grounds of disability.

Our Behaviour Management and Anti-Bullying Policies contain clear procedures and guidelines for dealing with unlawful discrimination and all staff receive anti-discrimination training as part of their induction. Staff are updated with any changes to our legal obligations in this area. A successful Equal Opportunities Policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

MONITORING

Ethnicity data is collected when a place is accepted at the School. This is required for school census returns requested by relevant authorities such as the ISC. Parents are advised that the provision of this information is not a statutory requirement. Ethnicity data is extracted only on a summary basis and used anonymously.

ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the high academic and social demands of Brentwood School pupils must be fluent English speakers. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although Brentwood School is registered as a school with a distinct Christian character, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for pupils of all faiths to practise their own faiths. However, parents should be aware that all pupils are expected to attend

chapel services and whilst at school are required to wear uniform. The Headmaster will consider written requests from parents for variations in the uniform. The Headmaster may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

COMPLAINTS

We hope that you and your child do not have any complaints about the operation of our Equal Opportunities Policy. However, the school's Complaints Procedure is available on the school website or on application to the school office.