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Foundation Schools

29 January 2016

COVENTRY SCHOOL FOUNDATION - EQUAL OPPORTUNITIES POLICY

References:

- A. Education and Inspections Act 2006.
- B. The Education (Independent School Standards) (England) Regulations 2014 ("ISSRs").
- C. The Equality Act 2010.
- D. 'Presenting Ethnic and National Groups Data' www.ons.gov.uk.
- E. ISI Handbook for the Inspection of Schools, the Regulatory Requirements (September 2015) in particular, paragraphs 39, 40, 56, 57, 65, 66 and 189.
- F. 'Technical Guidance for Schools in England' (Equality and Human Rights Commission or "EHRC").
- G. 'What equality law means for you as an education provider: schools' (EHRC).

Introduction

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

The Foundation 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 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 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.



BABLAKE
SENIOR SCHOOL



BABLAKE
JUNIOR SCHOOL



BABLAKE
PRE PREP SCHOOL



KING HENRY VIII
SENIOR SCHOOL



KING HENRY VIII
PREPARATORY SCHOOL

CODE OF CONDUCT

The head, the senior management team, pastoral staff, the chaplain and the medical staff of each school within the Foundation play an active role in monitoring the implementation of the policy on equal opportunities. Use is made of assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of and 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.
- 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. Our staff are expected to recognise such discrimination and to implement procedures appropriately. 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.

ENGLISH AS AN ADDITIONAL LANGUAGE

Pupils should be sufficiently fluent in English to successfully access the school curriculum and cope with the academic and social demands of the school. Tuition in English as an Additional Language (EAL) may be arranged at the parent's expense.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although the Foundation schools have Christian roots, we do not select for entry on the basis of religious belief. We welcome pupils of all faiths and offer opportunities for them to practise their own faiths. However, parents should be aware that all pupils at the Foundation schools are required to wear a uniform until Year 11, and that a strict "business dress" code operates for Years 12 and 13. The head will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The head may take expert advice, and may 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, copies of the school's complaints procedure can be obtained from the school and Foundation website or sent to you on request.

Drafted By:



Mr Shaw
Bursar

Endorsed By:



Mrs J McNaney
Chair of Governors