

Pupils' Equal Opportunity Policy

St James Senior Boys' School

Introduction

- 1.1 We recognise the benefit of having a diverse community in which individuals value one another, and appreciate each other's different contributions.
- 1.2 Everyone in the school is of equal value and the school is committed to equality of opportunity for all. This policy is primarily concerned with equal opportunities for pupils and prospective pupils. There is a separate Equal Opportunities Policy for Staff in the school's Staff Handbook.
- 1.3 This policy should be read in conjunction with the school's Admissions Policy; Anti-Bullying Policy; Behaviour and Discipline Policy; Accessibility Policy and Plan; Exclusion Policy; Special Education Needs Policy and, in relation to staff, the Employment section of the Staff Handbook as appropriate.
- 1.4 The school opposes discrimination against pupils or potential pupils on the basis of the following protected characteristics:
 - race;
 - religion or belief;
 - gender;
 - sexual orientation; and
 - disability;
- 1.5 The school also opposes all bullying and unlawful discrimination on the basis that an individual:
 - has a special educational need or learning difficulty;
 - is perceived to have a protected characteristic; or
 - associates with someone who has a protected characteristic.
- 1.6 The school aims to ensure that all school policies and practices conform with the principle of equal opportunities.

2. Aims and Objectives

2.1. This policy must be followed by all staff, governors, pupils, parents, visitors and volunteers.

2.2. Through the operation of this policy, and other school policies, we aim to:

- communicate the school's commitment to the promotion of equal opportunities;
- foster self-esteem and respect for each person as an individual and create a positive and inclusive atmosphere where there is a shared commitment to respect diversity and difference, challenge and prevent discrimination and encourage good relations between people so that everyone can feel valued within the school;
- prepare pupils to be good citizens, living and working in a multi-ethnic society and to take up the responsibility of participation, and to treat all others as we would wish to be treated;
- prevent and tackle the use of discriminatory or derogatory language and challenge extremist ideas as part of the school's duty to protect individuals from being radicalised or drawn into terrorism;
- take reasonable steps to avoid putting disabled individuals at a disadvantage (see the school's Disability Policy);
- ensure that there is no unlawful discrimination against any person on any of the grounds listed at paragraph 1.4 above; and
- ensure that genuine equality of opportunity is inherent in the education the school offers. The school should clearly demonstrate the unacceptability of attitudes, incidents, taunts or remarks that give offence, intimidate, devalue another's view or opinion, or undermine another's self-esteem.

3. Forms of discrimination

3.1. **Types:** Discrimination may be direct or indirect and it may occur intentionally or unintentionally. The school must not unlawfully discriminate against, harass or victimise a pupil or prospective pupil:

- in relation to admissions;
- in the way it provides education for pupils;
- in the way it provides pupil's access to any benefit, facility of service; or
- by excluding a pupil or subjecting them to any other detriment.

3.2. **Direct discrimination:** Direct discrimination occurs when someone is put at a disadvantage for a reason related to one of the protected characteristics. For example, rejecting an applicant

of one race because it is considered they would not “fit in” on the grounds of their race would be direct discrimination.

3.3. Indirect discrimination: Indirect discrimination occurs where an individual is subject to an unjustified provision, criterion or practice which puts them at a particular disadvantage because of, for example, their religion or race.

3.4. Discrimination arising from a disability: This occurs when an individual is put at a disadvantage because of something that is a consequence of their disability.

3.5. Victimisation and harassment: Discrimination also includes victimisation (less favourable treatment because of action taken to assert legal rights against discrimination) and harassment.

4. Breach of this Policy

4.1 We hope that you and your child do not have any complaints about the operation of our equal opportunities policy, but a copy of the school’s complaints procedure is available on the school’s website or can be sent to you on request.

Policy Written by:	Deputy Headmaster
Reviewed by:	Headmaster and SMT

Approved by:

Date: