

## **EQUAL OPPORTUNITIES POLICY FOR STUDENTS**

d'Overbroeck's is an equal opportunities employer.

Promoting equal opportunities is, and always has been, fundamental to the aims and ethos at d'Overbroeck's. We welcome applications from candidates from as diverse a range of backgrounds as possible, and firmly believe that this helps to enrich our community and to prepare our students for life in today's world.

We are an academically selective school. At the same time, we believe that the educational experience can only be enriched by young people being exposed to as wide a range of cultural experiences as possible while they are developing.

As a school, we value individuality and aim to foster respect for others, paying particular attention, among other things, to compliance with the relevant legislation and codes of practice. Key to our ethos is the importance of giving students the space to be themselves and to grow and develop in a context in which they feel valued and secure. d'Overbroeck's is, therefore, committed to equal treatment for all, regardless of an individual's race or colour, nationality or national or ethnic origins, religion or belief, sex, sexual orientation, pregnancy or maternity, marital or civil partnership status, gender reassignment, age and disability (together known as the "Protected Characteristics").

We also welcome applications from students with special needs and disabilities. Please see the Admissions policy for more detail.

The school offers a number of bursaries each year in order to make it possible for as many as possible who meet the school's admissions criteria to join us. More information on bursaries is given in the Admissions policy.

### **How this manifests itself in the life of the school**

All staff at d'Overbroeck's have an important role to play in monitoring the implementation of the school's policy on equal opportunities. Use is made of assemblies, the PD curriculum, the Enrichment programme, visiting speakers and RE, Drama, English and other lessons to:

- Promote tolerance of and respect for one another, 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 students to recognise the contributions made by different cultures, ensuring that bias is always recognised;
- Understand why and how, as a school, 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 is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination.

Our policy of open-mindedness, tolerance and mutual respect is fundamental to our ethos, and we count on parents and guardians fully accepting and supporting it.

### **English as an Additional Language**

In order to ensure that students are able to cope comfortably with the academic and social demands of the course of study for which they are applying, we set a minimum level of competence in English for students whose first language is not English. Candidates are required to take an English language test as part of the application process.

International students are expected to attend classes in EAL (English as an Additional Language). There is an additional fee for these (except in the case of students who are enrolled on the one- or two-year IGCSE programme where classes in EAL are an integral part of the curriculum and included in the tuition fee).

### **Complaints**

We hope that parents and students will not have any cause to complain about the operation of our equal opportunities policy. However, copies of the school's Complaints Procedure for parents may be sent to you on request if you wish to receive it.

### **Related policies**

- Statement of the school's aims and ethos
- Admissions policy
- Curriculum policy
- SMSC policy
- Behaviour, rules, rewards and sanctions policy
- Disability Inclusion policy
- Anti-bullying policy

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Last reviewed: August 2018