

## EQUAL OPPORTUNITIES POLICY FOR STUDENTS

Last reviewed:	August 2021
Reviewed by:	Director for Pastoral Care and Well-being
Next review due:	August 2023

### 1. Background

Promoting equal opportunities is, and always has been, fundamental to the aims and ethos at. We welcome applications to the school from students 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.

d'Overbroeck's is 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, 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" in the Equality Act, 2010).

d'Overbroeck's welcomes applications from students with special needs and disabilities. Please see the Admissions policy for more detail.

d'Overbroeck's 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.

### 2. How this manifests itself in the life of the school

Everyone at d'Overbroeck's has an important role to play in monitoring the implementation of the school's policy on equal opportunities.

Use is made of assemblies, visiting speakers and lessons across the curriculum 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.

Open-mindedness, tolerance and mutual respect are fundamental to the ethos at d'Overbroeck's, and we count on parents and guardians fully accepting and supporting us in this regard.

### **3. 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 for whom English not their first language are generally expected to attend classes in EAL (English as an Additional Language). There is an additional fee for these in the Sixth Form.

### **4. Complaints**

We hope that members of our d'Overbroeck's school community will not have any cause to complain about the operation of our equal opportunities policies. However, the School's Complaints Procedure for parents is available from the [policies page of the school website](#), and or on request from the school office.

### **5. Related policies**

All of the following policies are available from the [policies page of the school website](#) or on request from the school office:

- Admissions policy
- Aims and ethos
- Anti-bullying policy
- Behaviour, rules, rewards and sanctions policy
- Complaints procedure for parents
- Curriculum policy
- Disability inclusion policy
- Safeguarding and promoting the welfare of children policy
- Spiritual, moral, social and cultural policy