

Equal Opportunities (Pupil) Policy

*A copy of this policy is published in the following area:
The school's website*

Reviewed: September 2021
Date for Review: September 2022
Reviewed by: Emma Ellison, Deputy Head (Pastoral)

A. Related Truro School Policies and Government Guidance

Accessibility Plan
Admissions Policy
Anti-bullying Policy
Anti-Racism Policy
Child Protection and Safeguarding Policy
Equal Opportunities Policy for Employees
Learning Support and EAL Policy

Equality Act 2010

B. Introduction

Truro School is committed to equal opportunities in education and will not unlawfully discriminate against, or treat less favourably, any pupil at, or applicant to, its school on the grounds of any of the protected characteristics.

The Equality Act 2010 states that these protected characteristics are age, race, disability, sex, sexual orientation, religion or belief (or lack thereof), gender reassignment, marriage, civil partnership, pregnancy or maternity.

Truro School will also not discriminate against, or treat less favourably, any pupil at, or applicant to, its schools because they are perceived to have one of the protected characteristics or are associated with someone who has a protected characteristic. All pupils and staff shall be encouraged to value and respect others and to challenge inappropriate attitudes, behaviour and practices.

C. Aims of the Policy

The aims of this policy and Truro School's ethos as a whole are to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the school community
- Comply with equality duties contained in the Equality Act 2010.
- Ensure that pupils and staff recognise that discrimination on the basis of any of the protected characteristics is not acceptable.
- Provide a happy and caring environment in which all pupils and staff feel safe enough to express and question views. To work towards the elimination of discrimination and harassment by promoting positive attitudes to encourage respect and appreciation of each person as an individual.
- Ensure that all pupils and staff feel valued and supported.

- Ensure that the principles and practice of equal opportunities apply to all members of the school community: pupils; teaching and support staff; parents; governors and visitors.
- Educate, develop and prepare all our pupils for life
- Develop pupils' education and care in relation to their needs and abilities.

All members of the school community are expected to comply with this policy.

All parents are expected to support the aims of this policy and Truro School's ethos of tolerance and respect.

D. Implementation:

This policy embraces the following areas.

Admission

Truro School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy.

Access

In addition to admission, pupils with protected characteristics (as defined above) will not be discriminated against in relation to access to the school's benefits, facilities or services.

Truro School will:

- Treat all members of the school community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
- Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- Ensure that pupils with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support
- Monitor the admission and progress of pupils from different backgrounds
- Challenge inappropriate discriminatory behaviour by pupils and staff
- Offer all pupils access to all areas of the curriculum and a full range of co-curricular activities
- Work with parents and external agencies where appropriate to combat and prevent discrimination in the school
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Use the curriculum, assemblies and PSHEE to:
 1. Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
 2. Promote positive images and role models to avoid prejudice and raise awareness of related issues.

Truro School recognises that discrimination may be direct, indirect, or arising from disability, whether or not it was intentional. Harassment and bullying in all its forms are unacceptable and will be dealt with in accordance with the School's Behaviour, Anti-bullying, Child Protection and Safeguarding policies.

Religious Belief

As a member of the Methodist Independent Schools Trust, Truro School follows the Trust's mission statement:

to worship as Christians in the Methodist tradition; to uphold Christian values in practice as well as in theory and to make religious education a strong feature of the curriculum, whilst welcoming members of other faiths (and none) in a spirit of openness and tolerance.

Truro School is inclusive and welcoming. We respect the rights and freedoms of individuals from all religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights and freedoms of other members of the school community. We seek to promote an ethos of tolerance based on understanding of, and respect for, the beliefs and practices of others. The Chaplaincy is dedicated for multi-faith use, the Chaplain gives active support to all faith groups within the school.

The governing body, through the senior leadership team, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

Requests for Variation in School Uniform

All pupils are required to comply with Truro School's uniform rules. The Head will consider requests from parents and pupils for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds.

Reasonable Adjustments for Pupils with Disability

Truro School has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison with other pupils. Further information on Truro School's reasonable adjustments duty can be found in the School's Learning Support and EAL Policy.

Truro School has an Accessibility Plan in place. This sets out the School's plan to increase the extent to which disabled pupils can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

Exclusion

Truro School's behaviour policy sets out the procedure for fixed period or permanent exclusion of pupils.

Pupils will not be excluded from the schools on the basis of a protected characteristic (as defined above) or because they are perceived to have a protected characteristic or are associated with someone who has a protected characteristic.

Where a pupil with a disability is facing exclusion, schools should consider whether or not the pupil's disability has a behavioural component, and reasonable adjustments will be made to take account of the possible effect of this, alongside the impact of the pupil's behaviour on the school community. In some circumstances, it may still be appropriate to exclude the pupil.

E. Boarding

All previous sections of this policy applies to boarders & boarding staff during boarding hours.

Truro School recognises that the boarders are part of a residential community that is diverse.

The boarding staff are committed to promoting the Methodist ethos of the school, and ensuring that all boarders receive education in tolerance, respect, community, kindness and empathy. This is delivered by:

- staff modelling these values
- daily interactions between staff and boarders when staff display these values
- boarders' PSHEE programme
- weekly one-to-one mentoring sessions
- Restorative Justice sessions

F. Awareness of Policy

Staff, parents and pupils will be made aware of the school's commitment to equal opportunities and that the school has an equal opportunities policy. This will be made clear to staff and new pupils at their induction into the school. The Personal, Social, Health and Economic Education programme and staff development training will support our commitment to equal treatment for all.

G. Breach of this Policy

All cases of discrimination or prejudice are taken seriously and dealt with, as appropriate, in accordance with the School's policies, including the Behaviour Policy, the Anti-bullying Policy and staff disciplinary procedures. Any member of the school community acting in a manner contrary to the letter or spirit of this policy will be made aware of the unacceptable nature of his/her behaviour.

If the behaviour is regarded as pre-meditated, severe or regular pupils/staff will be subject to disciplinary procedures.

H. Complaints

If a pupil considers that they have been subjected to discrimination which is in conflict with the policy, their parent, or guardian should follow the School's complaints procedure, a copy of which is available on the School's website.

I. Monitoring

All staff, and especially those with management responsibility, have an obligation to ensure that the policy is both known and implemented throughout the school.