

Durston House

Equal Opportunities Policy - Pupils

Aims of the Policy

- to state the commitment of Durston House to equal opportunity for pupils, current and prospective
- to promote a school environment which is representative of the wider community
- to reflect statutory and non-statutory advice

Objectives of the Policy

- to promote opportunity for all pupils, based on merit, regardless of race, nationality, ethnicity, religious belief, gender, sexual orientation, age, or disability
- to enable all pupils to reach their full potential
- to complement the school's **Admissions Policy, Pupil Egression Policy, Behaviour Policy, Exclusion Policy, Anti-Bullying Policy, Work Policy, Curriculum Policy, Special Educational Needs and Disabilities Policy (SEND), Bursaries Policy, Entry Assessment Procedures, Complaints Policy (all in the School Handbook) Equal Opportunities Policy-Staff (in the Staff Handbook)**

Introduction

Promoting equal opportunities is fundamental to the Ethos and Mission of Durston House. As stated in the school's Ethos, "Durston House is a preparatory school for boys, welcoming those from all ethnic, cultural and religious backgrounds. The school is proud of its diversity. It is a community in which mutual respect and understanding, fairness and opportunities for all are promoted within the framework of its Christian foundation." Such diversity enriches the whole Durston House community and is vital in opening a wide range of experiences for the pupils and preparing them for today's world.

Within the school community, the individual is cherished and made to feel valued, in an environment where he/she can flourish. Durston House is committed to equal treatment for all pupils, regardless of an individual's age, race, nationality, ethnicity, sex, disability, belief, sexual orientation, or gender reassignment.

Promotion of Equal Opportunities

The Senior Management Team (SMT) and all other staff play an active role in promoting Equal Opportunities for pupils through the school's SMSC values, its curriculum and pastoral care. At all times, staff seek to promote:

- tolerance and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
- positive images and role models to counter prejudice.

- an open-minded approach to diversity of ethnicity, culture and religion.
- positive language and behaviour.
- respect for and sensitivity to others.

All staff monitor the promotion of Equal Opportunities and report any abuses. Staff have access to appropriate training in relation to supporting boys with SEND. This includes attending training courses, exhibitions, conferences and in-house training.

Entry to Durston House

All are welcome in a school that is non-selective at Reception age. Parents are able to apply for entry for their sons in later years, dependent on places available and a satisfactory assessment. The school welcomes, too, pupils with Special Educational Needs and Disabilities (SEND) and does its best to accommodate them, as set out in the school's Special Educational Needs and Disabilities Policy. Generous bursaries are offered to pupils who meet the admissions criteria, but, who in other circumstances, may not be able to attend Durston House. Details about bursaries are obtained from the Bursar's Office. Parents should consult the Admissions Policy, the SEND Policy or the Bursary Policy which are found on the school's website.

English as an Additional Language

On rare occasions, a pupil may come to Durston House unable to speak English confidently. Owing to academic pressures, and English being the language of instruction, it is not feasible to join the school in older years, but a boy may join at Pre-Prep level, where language skills of all boys are in their infancy, and there is support in English as an Additional Language.

Complaints

Should parents have complaints about equal opportunities for pupils at Durston House, they should consult the school's Complaints Policy, which is found on the school's website.

Evaluation of this Policy

This policy will be evaluated triennially by the school, amended where necessary and approved by SMT.

<i>Created</i>	<i>April 2017</i>	<i>JMT/WM</i>	<i>Version 1</i>
<i>Approved</i>	<i>9 May 2017</i>	<i>SMT</i>	
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