



HawleyHurst School  
Blackwater  
Camberley  
GU17 9HU

## Equal Opportunities Policy

2018/19

## **EQUAL OPPORTUNITIES POLICY**

This policy applies to all children including and those in the Early Years Foundation Stage (EYFS).

Promoting equal opportunities is fundamental to the aims and ethos of HawleyHurst. We welcome applications from staff and pupils with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, by providing a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

HawleyHurst is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, transgender identity, body image or social background. We believe that exposing children to as wide a range of cultural experiences as possible whilst they are developing can only be enriching.

We welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Special Education Needs (SEN) and Learning Difficulties, and the Disability Policy. Our Special Needs Co-ordinator, covers the entire school age range, Caroline Piper our Foundation teacher is responsible for identifying and supporting the needs of children in the EYFS. They liaise with staff, parents, educational psychologists, speech therapists and the Local Government Agencies who support the placement of statemented/EHCP Children at HawleyHurst.

Bursaries are offered in order to make it possible for as many as possible who meet the school's admission criteria to attend the school. However, funds are not limitless and applicants are advised to apply early. (Details of our provision for bursaries can be found on our web site or obtained from the Bursar's office).

### CODE OF CONDUCT

The Principal, the Senior Leadership Team and staff play an active role in monitoring the implementation of the school's policy on equal opportunities. Use is made of Assemblies, PSHE, PSED, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the school community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues. Providing positive non-stereotypical information about ethnic groups and people with a need or disability.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
- Understand why and how 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.

A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect is required of everyone at HawleyHurst.

### MONITORING

The school monitors its equal opportunities policy regularly. As part of that process, we invite all parents of candidates for our entrance exams, together with all parents who accept places at the school for their child to complete an anonymous ethnic monitoring form. [The form uses the same ethnic categories as the Government uses in the national census].

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

We also monitor through the use of Individual Education Plans, Parent Teacher conferences, Student profiling, Target setting and Reports.

### ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the academic and social demands of the School, pupils are encouraged to be fluent English speakers. It is not a bar to entry if a student does not speak English. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense. In the Early Years Department, children who do not speak English as a first language are welcomed and together with support from parents and staff the transition is rapid.

### REQUEST FOR SPECIAL DIETS

The school offers a varied menu and alterations can be made for individuals who are observing religious or health based diets. Please make an appointment to see the caterer Helen Bonner to discuss your needs.

### REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although HawleyHurst is non-denominational our ethos is broadly based on Christian principles, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for all pupils to practise their own faiths. However, parents should be aware that all pupils at HawleyHurst are required to wear a uniform until Year 11, and that a strict "business dress" code operates for Years 12 and 13. The Principal will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The Principal may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

### COMPLAINTS

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy. Copies of the School's complaints procedure can be sent to you on request.