



FINTON HOUSE
SCHOOL

EQUAL OPPORTUNITIES POLICY

Member(s) of staff responsible: Catherine Hitchcock

Date Revised: September 2022

A copy of this policy is available to all governors and parents via the school website or a hardcopy on request from the School Office. It is accessible to all staff electronically (in the Policy folder on the Staff Admin Drive) and a hardcopy held on file in the Head's Office. This policy applies to all at the school including those in Reception (the EYFS).

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1. Policy Statement

At Finton House, we are committed to giving all our children every opportunity to achieve personally, socially, physically and academically. We do this by taking into account the varied experiences and needs of pupils. We value all pupils as individuals and offer a broad and balanced curriculum that gives each child the opportunity to achieve their potential. Finton House School promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

Aims

We aim to ensure that all children, irrespective of ethnicity, culture, religion, home language, family background, learning difficulties, disabilities, gender or ability, have the opportunity to experience a challenging and enjoyable programme of learning and development.

Admissions

Applicants: the School accepts applications from, and admits pupils irrespective of their race, gender, disability, sexual orientation, religion or belief or special educational needs and disabilities (SEND) and will not discriminate on these grounds in the terms on which a place is offered. The School will treat every application in a fair, open-minded way (*See Admissions Policy*)

Access

In addition to admission, pupils with protected characteristics (race, disability, sexual orientation, religion or belief (or lack thereof), gender assignment, sexual orientation, or pregnancy or maternity) will not be discriminated against in relation to access to the school's benefits, curriculum, facilities or services. (*See Admissions Policy and Accessibility Policy*)

Academic Ethos and Curriculum

Each child is valued as an individual and encouraged to work to their highest level of achievement. Encouragement is given verbally and in written form and through formal rewards. The broad and balanced curriculum supports access to a range of subject and all pupils access the curriculum with equal opportunity. (*See Curriculum Policy and Pastoral Care Policy*)

Special Educational Needs

Finton House School will strive to make appropriate provision for students with SEN requirements and individual support lessons are available. Initial and on-going pupil assessment is intended to enable pupil difficulties/special gifts to be identified / supported (*See Teaching and Learning Policy; More Able, Gifted & Talented and Policy; Special Educational Needs Policy; and Inclusion Policy*)

Religious Observance

The School is inclusive and welcomes and respects 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.

The school provide assemblies which bring together the whole community to reflect on moral, spiritual and ethical issues. It is fully understood and respected that pupils may be required to be absent on occasion during the course of the school year in order to observe religious holidays.

The school 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.

Disability and access for people with disabilities

The School has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a disadvantage in comparison with other pupils. *(See Accessibility and disability plan, Special Educational Needs and Disability Policy)*

Bursaries

Arrangements for the award of scholarships, bursaries and prizes are made with the intention of facilitating increased access for candidates *(See Sally Walker Bursary Policy and Application Process)*.

Dietary Requirements

The School employs an outside catering company who provide a nutritious and balanced diet with plenty of choice at meal times. Provision is made at all meals for pupils who have special dietary requirements based on preference, religion or medical advice. Pupil council and Parent Rep Meetings discuss the school's food provision and influence future menu choice.

Related Policies

The School has a range of policies which reflect equal opportunities. These include: *Accessibility and disability plan, Special Educational Needs and Disability Policy, See Admissions Policy, Curriculum Policy and Pastoral Care Policy, Teaching and Learning Policy; More Able, Gifted & Talented and Policy; Special Educational Needs Policy; and Inclusion Policy, Child Protection and Safeguarding Policy, Sally Walker Bursary Policy and Application Process.*