



## **The Dean Close Foundation**

**Independent, Co-educational, Day and Boarding School**

### **Equal Opportunities Policy for Pupils (W013)**

Registered Charity No: 1086829

Date of Issue: March 18  
Review Date: March 22  
Owner: Bursar

## **THE DEAN CLOSE FOUNDATION**

### **EQUAL OPPORTUNITIES POLICY FOR PUPILS**

- This policy has been authorised by the Trustees of The Dean Close Foundation (the “**Charity**”) for all of its schools, (the “School”).
- This policy will be reviewed periodically by the Bursar (or the Finance and General Purpose Committee) on behalf of the Board of Trustees.

#### **Introduction**

1. Promoting equal opportunities is fundamental to the aims and ethos of The Dean Close Foundation. We welcome applications in respect of pupils from as diverse a range of backgrounds as possible. This enriches our community and is important in preparing pupils for today’s world. We concentrate on educating the individual and providing a comfortable and welcoming atmosphere where every individual feels valued and can flourish.
2. The Dean Close Foundation is committed to ensuring equal treatment for all pupils, regardless of an individual’s race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. We are an academically selective school and we believe that the educational experience can be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.
3. We also welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Special Education Needs (SEN) and Learning Difficulties, and Disability Policy.
4. Bursaries are made available in order to make it possible for as many as possible who meet the School’s admission criteria to attend the School regardless of their parent’s financial means. Details of our provision for bursaries can be obtained from the Bursar’s office.

#### **Code of Conduct**

5. The Head Teachers, Senior Management Teams, pastoral staff, chaplaincy staff and members of the medical staff play active roles in monitoring the implementation of the School’s policy on equal opportunities for pupils. Where it is appropriate to do so use is made of Assemblies, PSHE, 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 combat prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures.
- Understand why and how we will deal with offensive language and behaviour.

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- Understand why we will deal with any incidents promptly and in a sensitive manner.
6. Harassment in all its forms is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for recognising and dealing with unlawful discrimination. All members of staff receive anti-discrimination briefings. Teaching staff, classroom support staff, chaplaincy staff and medical staff also attend regular INSET sessions on the subject.
7. 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.

### **Monitoring**

8. The Dean Close Foundation monitors its Equal Opportunities Policy and matters of concern are brought to the attention of the Board of Trustees as appropriate.

### **English as an Additional Language**

9. In order to cope with the academic and social demands of the School, pupils must be fluent English speakers. Normally pupils should have been educated in the English language for several years before coming to the School, but for those who have an imperfect command tuition in English as an Additional Language (EAL) can be arranged at the fee payer's expense.

### **Requests for Variation in the School Uniform**

10. Although The Dean Close Foundation has an evangelical Christian position, we do not select for entry on the basis of religious belief; we welcome pupils of all faiths and none and offer the opportunity for members of other faiths to follow their own religious practices, including the wearing of specific garments of clothing. However, parents should be aware that all pupils are required to wear a uniform until Year 12, and that a strict "business dress" code operates for Years 12 and 13. The Head Teachers 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 Head Teachers may take expert advice and will normally arrange to meet with parents to discuss the implications of any such request.

### **Complaints**

11. We hope that parents and pupils will not have any complaints about the operation of our Equal Opportunities Policy but copies of the School's Complaints Policy and Procedure are available on the School website and can be provided to pupils or their parents in hard copy on request.