

# Equal Opportunities Policy

January 2018

## Policy Statement

Promoting equal opportunities is fundamental to the aims and ethos of Arts Educational Schools London (ArtsEd).

ArtsEd is committed to equal treatment for all pupils, students, and staff, regardless of race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity ('protected characteristics').

## Aims

The aims of this policy and ArtsEd's ethos as a whole is to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the ArtsEd community
- Comply with ArtsEd's equality duties contained in the Equality Act 2010.

All members of the ArtsEd community are expected to comply with this policy and ArtsEd's ethos of tolerance and respect.

## Admission

ArtsEd treats every application for admission in a fair and equal way in accordance with this policy and ArtsEd's Admissions Policy. Each application will be considered on its merits in accordance with ArtsEd's selection criteria based on an applicant's ability and aptitude. ArtsEd accepts applications from, and admits, all prospective pupils and students irrespective of their gender, disability, gender reassignment, pregnancy and maternity, race, religion or belief (or lack of religion or belief) or special educational needs ('SEN').

Applicants (and in the case of applications to the Day School/Sixth form, parents) must inform ArtsEd when submitting the Registration Form of any special circumstances relating to their child or themselves which may affect their child's or their own performance in the admissions process and/or ability to fully participate in the education provided by ArtsEd. ArtsEd will not offer a place to a child / student with disabilities if, after reasonable adjustments have been considered, ArtsEd cannot adequately cater for or meet their needs.

## Staff

ArtsEd is committed to a policy and practice which require that entry into employment and progression within employment at ArtsEd will be determined only by personal merit and by the application of criteria which are related to the duties and conditions of each particular post and the needs of the institution. Subject to statutory provisions, no member of staff or applicant for appointment as a member of staff will be treated less favourably than another because of any protected characteristic. If any person

appointed as a member of staff considers that she or he is suffering from unlawful discrimination, harassment or victimization in her or his admission, appointment or progression because of any protected characteristic, he or she may make a complaint, which will be dealt with through the agreed procedures for complaints or grievances or the procedures for dealing with harassment, as appropriate.

### **Provision of Education and Training**

ArtsEd affords all pupils and students access to education and training including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). ArtsEd will not discriminate against a pupil or student on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

#### **ArtsEd will:**

- Treat all members of ArtsEd 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 students and ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- Ensure that Day School/Sixth form students with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support
- Monitor the admission/recruitment and progress of pupils, students and staff from different backgrounds
- Challenge inappropriate discriminatory behaviour by pupils, students and staff
- Offer all pupils and students access to all areas of the curriculum or programme of study
- Work with parents and external agencies where appropriate to combat and prevent discrimination in School
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Promote an inclusive culture, good practice in teaching, learning and assessment, and good management practice, through the development of codes of conduct, policies, and training
- Use the curriculum, Day School/Sixth form assemblies and PSHE to:
  - o Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
  - o Promote positive images and role models to avoid prejudice and raise awareness of related issues.

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

### **Religious Belief**

ArtsEd is inclusive and welcomes and respects the rights and freedoms of individuals from other 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 ArtsEd community.

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 ArtsEd uniform (Day School/Sixth Form)**

All pupils are required to wear a uniform until Year 12. 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 provided they are consistent with ArtsEd's policy on health and safety and it is reasonable in all the circumstances including in light of ArtsEd's obligations under the Equality Act 2010.

### **Reasonable Adjustments for pupils with disability (Day School/Sixth Form)**

ArtsEd has an ongoing duty to make reasonable adjustments for pupils or students with a disability to ensure they do not suffer a substantial disadvantage in comparison with their peers.

Where ArtsEd is required to consider its reasonable adjustments duty, it will consult with parents or students about what reasonable adjustments, if any, ArtsEd is able to make to avoid their child or themselves being put at a substantial disadvantage. ArtsEd will carefully consider any proposals for auxiliary aids and services in light of a pupil's or a student's disability and the resources available to ArtsEd. Further information on ArtsEd's reasonable adjustments duty can be found in the Day School/Sixth Form's SEN and Disability Policy.

ArtsEd has an Accessibility Plan in place which can be found on ArtsEd website and a hard copy can be made available upon request. This sets out ArtsEd's plan to increase the extent to which disabled pupils can participate in ArtsEd's curriculum; improve the physical environment of ArtsEd for the purpose of increasing the extent to which disabled pupils and students are able to take advantage of education and benefits, facilities or services provided or offered by ArtsEd; and improve the delivery to disabled pupils and students of information which is readily accessible to those who are not disabled.

### **Monitoring and Review**

**The Head and the Principal regularly monitor and review the effectiveness of this policy and reports to the trustees on the policy's effectiveness in practice.**

### **Breach of this Policy**

Pupils, students or staff who are in breach of this policy may be sanctioned in accordance with ArtsEd's Behaviour policies and Codes of Conduct.