



Equal Opportunities policy (for students)

Introduction

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

The School is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. We believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

With regards to applications from students with special educational needs, please refer to our SEN policy.

In order to ensure access to the school to families regardless of all means a financial Aid can be available, on request, if supported by the relevant documentations proving their inability to pay the term fees, subject to funds availability.

Code of Conduct

The Head and staff play an active role in monitoring the implementation of the School's policy on equal opportunities. Use is made of assemblies, PSHE (Social and Emotional Curriculum), Drama, French, 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;
- foster an open-minded approach and encourage students to recognise the contributions made by different cultures. Bias should be recognised;
- inform why and how we will deal with offensive language and behaviour;
- inform why and how we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms is unlawful and unacceptable; our Behaviour and Discipline policy and our Anti-Bullying policy contain clear procedures for dealing with unlawful discrimination. All our members of staff are expected to be familiar with this policy and model behavior accordingly. Teaching and medical staff attend regular INSET training sessions that will include content on this subject matter.

A successful equal opportunities policy requires strong and positive support from parents and carers, and full acceptance of the School's ethos of tolerance and respect.

French Language

All children are accepted, subject to our admission policy, regardless of the level of their primary language. Starting from CE1, in order to cope with the academic and social demands of the School, students must be advanced French speakers and an aptitude test in the French language may be requested from students not coming from an “*école homologuée*” before the child can be registered. This requirement applies equally to all applicants regardless of their priority status.

Complaints

Please refer to our Complaints Policy.

References:

Education and Inspections Act 2006

The Education (Independent School Standards) (England) Regulations 2015

The Equality Act 2010

Related policies that are required of schools

- Admissions policy
- Behaviour policy
- Disability Inclusion, Special Education Needs (SEN) and Learning Difficulties Policy
- Discipline and Exclusions policy
- Equal Opportunities for Staff policy
- Anti-Bullying policy
- Student Sanctions Record
- Complaints Procedure

Policy written in July 2016.

Policy to be reviewed in July 2017.