

<b>Policy Owner</b>	<b>Bursar</b>
<b>Approving Body</b>	<b>Board of Governors</b>
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## **Pupil Equal Opportunities Policy**

**St Aubyn's (Woodford Green) School Trust**

Promoting equal opportunities is fundamental to the aims and ethos of St Aubyn's 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 pupils for today's world. We concentrate on educating the individual, to provide a comfortable 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 or sexual orientation. We are non-selective at the main point of entry to the School and 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.

A Bursary is offered in Year 3 in order to make it possible for candidates who meet the School's admission criteria to attend the School. Details of our provision for bursaries can be found on our website or obtained from the Bursar.

## **CODE OF CONDUCT**

The Headmaster, the senior management team, pastoral staff and medical staff play an active role in monitoring the implementation of the School's policy on equal opportunities. Use is made of assemblies, pupil school councils, 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 avoid prejudice and raise awareness of related issues.
- 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. This matter is raised and discussed annually at staff meetings.

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**

The School monitors its equal opportunities policy regularly and reports to the governors in order to ensure its effectiveness. 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.

## **COMPLAINTS**

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy, but if required copies of the School's complaints procedure can be sent to you on request or collected from the School office.