



NORWICH SCHOOL

Equal Opportunities Statement (Pupils)

This policy is reviewed by Senior Management Team annually. This policy was last reviewed and agreed in Trinity 2023. It is due for review in Lent 2024.

Confirmed by:

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| Colin Evans | Bursar | Trinity 2023 |
| Tracy Yates | Governor | Trinity 2023 |

Version Control

The version control table should be updated each time:

- a **change** is made to an **agreed version** of a document; or
- a previously agreed document version is **reviewed with no changes** (i.e. at annual review no changes are required and the document continues to be live for the following year).

Use the following convention: version 1.0 (first version), version 2.0 (major change to version 1.0 and issued as a new version), version 2.1 (second version with minor change)

| Version number | Date issued | Author / key contact | Change(s) summary |
|----------------|--------------|----------------------|---|
| | | | <ul style="list-style-type: none">• Minor changes can be authorised by a senior staff member and do not need formal approval.• Major revisions require approval through the confirming authority (typically a Committee) |
| 1.0 | Trinity 2022 | Kate Smith | Annual review |
| 1.0 | Trinity 2023 | | No changes |

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Statement of intent

Promoting equal opportunities is fundamental to the aims and ethos of Norwich School ('the School').

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

Aims

The aims of this policy and the School'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 School community
- Comply with the School's equality duties contained in the Equality Act 2010.

All members of the School community are expected to comply with this policy.

All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

Admissions

The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy. Although an academically selective school, each application will be considered on its merits in accordance with the School's selection criteria based on an applicant's ability and aptitude. The School accepts applications from, and admits, all prospective pupils irrespective of their gender, gender identity, pregnancy and maternity, race, religion or belief (or lack of religion or belief) or special educational needs and / or disability ('SEND').

Parents must inform the School when submitting the application form of any special circumstances relating to their child which may affect their child's performance in the admissions process and/or ability to fully participate in the education provided by the School. The School will not offer a place to a child with disabilities if, after reasonable adjustments have been considered, the School cannot adequately cater for or meet their needs.

Bursaries are means tested awards offered to those who meet the School's admission criteria but may otherwise be unable to attend the School due to financial hardship. Details of our provision for bursaries can be found on our website or obtained from the Bursar's office.

Educational Services

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

The School will:

- Treat all members of the School 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 ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- Ensure that pupils with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support
- Monitor the admission and progress of pupils from different backgrounds
- Challenge inappropriate discriminatory behaviour by pupils and staff
- Offer all pupils access to all areas of the curriculum and a full range of extra-curricular activities
- 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
- Use the curriculum, assemblies and PPD to:
 - Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
 - Promote positive images and role models to avoid prejudice and raise awareness of related issues.

The School 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 the School's Anti-Bullying and Behaviour Support and Intervention policies.

Religious Belief

Although the School's religious ethos is based on Christian values and tradition, the School 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 the rights and freedoms of other members of the School community being observed.

The governing body, through the senior management 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 of School Uniform

All pupils are required to wear a uniform. The Head will consider requests from parents and pupils for variations in the uniform for reasons related to disability, gender identity and / or on religious grounds provided they are consistent with the School's policy on health and safety and it is reasonable in all the circumstances including in light of the School's obligations under the Equality Act 2010.

Reasonable Adjustments for Pupils with Disability

The School has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison with other pupils.

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

The School has an Accessibility Plan in place which can be obtained from the Bursar's office. This sets out the School's plan to increase the extent to which disabled pupils can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled. The School regularly reviews the action points in the accessibility plan to ensure appropriate changes are being made. The nature of the School environment, age of the buildings and sensitivity of the surroundings make some of the recommendations challenging to implement. However, the School is committed to equal opportunities and will happily discuss proposals and changes with individuals.

Breach of this Policy

Pupils who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Support and Intervention Policy

Document control

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| Authorised by: | Bursar |
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| External documents referenced: | <ul style="list-style-type: none">▪ Equality Act 2010 |