



THE HALL SCHOOL

EQUAL OPPORTUNITIES POLICY

AUTHOR: Chris Godwin, Headmaster / Rachel Seghers, Head of Human Resources

Policy Ratified by: SLT

Date of publication: September 2021

Date of next review: September 2022

This policy is available on the School website and can be made available in large print or other accessible format if required.

Introduction

Promoting equal opportunities is fundamental to the aims and ethos of The Hall and we are committed to equality of opportunity for all members of our community.

We will not discriminate unfairly on the grounds of age, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, class or other such unjustifiable cause.

Educational Provision

We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

We are a selective school and 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. In any review of the selection criteria and procedures we will ensure that consideration is given to equal opportunities issues.

We 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.

A number of bursaries are offered in Year 4 each year in order to make it possible for boys from all backgrounds who meet the school's admission criteria to attend the school. Details of our provision for bursaries can be obtained from the Admissions Secretary Mrs Simone Watson.

In order to cope with the high academic and other demands of The Hall, pupils need to be or become fluent English speakers. Please see our Policy on EAL for further details of the support which we give for those requiring EAL.

Employment

Selection criteria and procedures for staff will be designed and reviewed to ensure staff are recruited and selected on the basis of their merits, abilities and potential for the particular educational provision of the School.

We welcome applications from candidates with as diverse a range of backgrounds as possible believing that this enriches our community and plays a vital in preparing our pupils for today's world. We will continue to work to ensure equality of opportunity and treatment in the recruitment, selection, training, development and promotion of staff at all levels.

Code of Conduct

The Headmaster, the Senior Leadership Team, form teacher and other employees including matrons and office staff play an active role in increasing awareness of our aims, policies and procedures relating to equal opportunities. Use is made of Assemblies, Life Skills, English, Religious Studies 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.

We provide appropriate information and Staff training as required.

We will do our utmost to protect pupils, staff and visitors from discriminatory behaviour by any individual or groups within the School. Allegations of discriminatory behaviour on the part of pupils or staff will be dealt with under the relevant policy: *Policy to Promote Good Behaviour and to set out Sanctions for Misbehaviour* for pupils, or the *Staff Grievance* or *Staff Disciplinary* procedures.

Policy Review

We are committed to the continuing development and review of our policies and practices to ensure equality of opportunity and treatment of those who are, or seek to be, its pupils, employees or visitors. Where suitable we will initiate new policies and practices. In meeting these commitments we will take due account of any duties or obligations imposed by law.

A successful equal opportunities policy also requires strong and positive support from parent and guardians, and full acceptance of the school's ethos of tolerance and respect.

Requests for Variation in the School Uniform

Although The Hall has a Christian affiliation, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths. Boys of other faiths have the opportunity to follow their own faiths, for example by observing particular religious holidays. However, parents should be aware that all pupils at The Hall are required to wear a uniform. The Headmaster 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 Headmaster may take expert advice on this subject, and will normally arrange to meet with the parents to discuss the implications of such a request.

Complaints

We hope that you and your son 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 our website, www.hallschool.co.uk and a hard copy can be sent to you on request to the School Office.