



SHERBORNE



EQUAL OPPORTUNITIES (STUDENTS) POLICY - SHERBORNE SHORT COURSES

Originally written by Bursar, April 2023;

Adapted by Compliance Operations Manager; approved by Director of Short Courses: June 2024

Next Review: June 2025

This policy should be read in conjunction with:

- Behaviour Management Policy
- Anti-Bullying Policy

1. Statement

- 1.1 Promoting equal opportunities is fundamental to the aims and ethos of Sherborne School and Sherborne Short Courses.
- 1.2 The School is committed to equal treatment for all students, regardless of race; disability; religion or belief; sexual orientation; or gender reassignment (these are known as 'protected characteristics').

2. Aims

- 2.1 The aims of this policy and the School's ethos as a whole are 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.
- 2.2 All members of the School community are expected to comply with this policy.
- 2.3 All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

3. Admission

- 3.1 The School treats every application for admission in a fair and equal way in accordance with this policy. The School accepts applications from, and admits, prospective students

irrespective of their disability (subject to 3.2 and para 6, below), gender reassignment, race, religion or belief (or lack of religion or belief) or special educational needs ('SEN').

- 3.2. Parents must inform the School when submitting the Registration Form of any special circumstances relating to their child which may affect their child's ability to participate fully 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.
- 3.3. Bursaries/scholarships are not usually available to students joining Sherborne Short Courses.

4. Educational Services

- 4.1. The School affords all students 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 student on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.
- 4.2. The School will:
 1. treat all members of the School community with respect and dignity and seek to provide a positive working and learning environment free from discrimination;
 2. endeavour to meet the needs of all students and ensure that there is no unlawful discrimination on the grounds of any protected characteristics;
 3. ensure that students with English as an additional language, that is the majority of students on Sherborne Short Courses, receive appropriate educational and welfare support;
 4. monitor the progress of students from different backgrounds;
 5. challenge inappropriate discriminatory behaviour by students and staff;
 6. offer all students access to all areas of the course curriculum and a full range of extra-curricular activities;
 7. work with parents and external agencies, where appropriate, to combat and prevent discrimination in School;
 8. ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices;
 9. use the curriculum and assemblies to:

- i. promote tolerance of and respect for other people, paying particular regard to the protected characteristics set out in the Equality Act 2010;
 - ii. promote positive images and role models to avoid prejudice and raise awareness of related issues.
- 4.3 The School recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all their forms are unacceptable and will be dealt with in accordance with the School's Behaviour Management and Anti-bullying policies.

5. Religious belief

- 5.1. The School is inclusive and welcomes and respects the rights and freedoms of individuals from all 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 the School community.
- 5.2 Where requested, students are given access to space for private prayer and, where within a reasonable distance of the School, opportunities to attend any place of worship.
- 5.2. The School 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.

6. Reasonable adjustments for students with disability

- 6.1 The School has an ongoing duty to make reasonable adjustments for students with a disability to ensure they do not suffer a substantial disadvantage in comparison with other students.
- 6.2 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 student's disability and the resources available to the School.
- 6.3 Sherborne School has an Accessibility Plan in place which is relevant to its all year round, term time education and is reviewed every three years. This sets out the School's plan to increase the extent to which disabled students can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled students are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled students of information which is readily accessible to students who are not disabled.

6.4 Sherborne Short Courses, as apart of its Terms and Conditions of Booking, advises parents, agents, guardians (and other student representatives), as well as the students themselves, that reasonable adjustments will be made to meet the needs of any disabled students - but that this will not be possible in every case. Sherborne Short Courses therefore reserves the right not to accept a student onto a course or to ask a student to leave the courses where the necessary provision cannot be made.

7. Breach of this policy

7.1. Students who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Management Policy.