

EQUAL OPPORTUNITIES FOR STUDENTS' POLICY

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SCHOOL MISSION STATEMENT

Blanchelande College, as a Catholic school, seeks to be a family always faithful to the example of Our Lord Jesus Christ, learning to become all that God wants us to be. The motto of Blanchelande College is 'Semper Fidelis' meaning 'Always Faithful'.

Our aims

1. That the Blanchelande family experiences a safe environment where each young person flourishes.
2. That, by fostering their gifts and talents, each pupil develops their personal vocation.
3. That the intellectual life of inquiry is directed by the search for truth, beauty and goodness.
4. That pupils learn to communicate with accuracy, logic and style.
5. That pupils engage in service and charity, helping others and preserving God's creation.
6. That pupils extend their cultural horizons and have opportunities to experience and participate in the arts.
7. That pupils nurture their health, growing in endeavour and enjoyment of true leisure.

Three Rules for Life

1. Use your talents to pursue what is good.
2. Treat other people as you would like them to treat you.
3. Be tolerant and open to respectful debate.

'Lord, let me grow into the person you want me to be.'

Promoting equal opportunities is central to the aims and ethos of Blanchelande College. The school recognises the benefits of diversity within the school community in which students value one another and the different contributions they make. Students will be taught to value and respect each other. The school is committed to being an equal opportunities school and is committed to equal treatment for all students. The school is opposed to any form of discrimination on the grounds of age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality and ethnic or national origin, religion or belief, sex, or sexual orientation (protected characteristics).

The aims of this policy and the school's ethos are to:

- Communicate the school's commitment to promotion of equal opportunities for all students
- Eliminate discrimination on grounds of any of the protected characteristics
- Create an open and supportive environment, free from discrimination
- Foster mutual respect and tolerance so everyone feels valued
- Comply with the school's equality duties outlined in the Equality Act 2010

All members of the school community are expected to comply with this policy and always treat others with dignity.

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.

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 students with English as an additional language and students with an Education Health Care Plan receive necessary educational and welfare support
- Challenge inappropriate and unacceptable discriminatory behaviour by students and staff
- Offer all students 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
- Use the curriculum, assemblies and PSHE to:
 - Promote tolerance of and respect for one another, paying 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
 - Encourage children to question and challenge assumptions and stereotypes to better understand discriminatory behaviours and bias

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 (including cyberbullying) are unacceptable and will be dealt with in accordance with the school's Behaviour and Anti-bullying policies.

Admissions

The school treats every application for admission in a fair, open-minded and equal way in accordance with this policy and the school's Admissions Policy. Whilst Blanchelande is a non-selective school, it does have a distinctive Catholic ethos. The college welcomes applications from pupils of all abilities including those with mild learning difficulties. Each application will be considered on its merits in accordance with the school's selection criteria.

Parents must inform the school when submitting the Registration 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 schools so that we can consider what reasonable adjustments may be necessary to ensure that the child is not placed at a substantial disadvantage compared to other children. 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.

Religious belief

The school has a Catholic ethos and welcomes staff and pupils from different ethnic groups, backgrounds and faiths subject to the provisions of the 'Designation of Schools Having a Religious Character (Independent Schools) (England) (No.3) Order 2003.' The school is inclusive and respects the rights and freedoms of individuals from other religions and faiths.

The Governing Board, through the Senior Leadership 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

Reasonable adjustments for students with disability

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, including during the admissions process.

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 in comparison to other students. The school will carefully consider any proposals for auxiliary aids and services considering a student'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 Accessibility and SEND Policies).

The school has an Accessibility Policy. 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 of information to disabled students which is readily accessible to students who are not disabled.

Breaches of this policy

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

If you believe that a child has received less favourable treatment because of a protected characteristic, or if you feel that this policy has been breached in any way to a child's detriment you are encouraged to raise the matter through the school's complaints procedure.

Other relevant policies

- Admissions Policy
- Accessibility Policy
- Anti-bullying Policy
- Behaviour Policy
- Complaints Policy
- Personal, Social, Health, Citizenship and Economic (PSHCE) Policy
- Relationships and Sexual Education (RSE) Policy
- Safeguarding Policy
- SEND Policy