



EQUAL OPPORTUNITIES- PUPILS POLICY

Introduction

Dair House School takes great pride in the multi-cultural composition of its staff and pupils. We aim to create an environment of mutual respect and understanding. We promote equal opportunities and will not tolerate any form of discrimination, through actions or words and in any form of media. The main types of unlawful discrimination cover acts of direct and indirect discrimination on grounds of race, sex, disability religion or belief, sexual orientation, age, gender reassignment or any other personal characteristics

It is each employee's clear responsibility to maintain and promote standards of behaviour and working practices that support the Dair House School's aims and supports all the children from the EYFS to Year 6.

Opportunity based on Merit

In order to promote an environment within which the Dair House School can call upon the widest possible range of knowledge, skill and experience, as well as ensuring compliance with the relevant legislative codes of practice, the School is committed to achieving and maintaining a workforce which represents the population within our recruitment area in terms of race, colour, nationality, ethnic origin, sex, married status and disability.

All job applicants will be considered solely on their ability to do the job and interviews will not be of a discriminatory nature. Similarly, promotions will be made on merit in line with the principles of the policy.

Disability will not of itself justify the non-recruitment of an applicant for a position at the School. Reasonable adjustments will be made to the application procedures to ensure that applicants are not disadvantaged by their disability. Likewise, consideration will be given to making reasonable adjustments to counteract any disadvantage arising from disability in securing employment, continuing in employment or gaining promotion.

Special leave for religious reasons will not be unreasonably refused by the School. Applications for such leave should be made in writing to the Head, giving as much notice as possible, and certainly a minimum of one month. Any special leave granted will be treated as unpaid leave; part-time employees may be given the option of making up lost time if this is of benefit to the School.

Teaching Opportunities

Use is made of Assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the our 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 unlawful and unacceptable; our Code of Conduct and Anti-bullying Policy contain clear procedures for dealing with unlawful discrimination.

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

Monitoring

Dair House School will monitor its equal opportunities policy regularly and report to the Governors annually in order to ensure its effectiveness. As part of that process, we will invite all parents who accept places at the school for their child to complete the ethnic monitoring form (Annexe A) accompanied with an explanatory letter (Annexe B) and an explanatory leaflet (see separate PDF attachment). The form uses the same ethnic categories as the Government uses in the national census. When the completed forms arrive at the school, they will be separated from any other material that might identify the individual child. The data will be logged onto a computer spreadsheet by year of entry. The individual forms will then be shredded.

Under no circumstances would we link our ethnic monitoring data with our pupil records.

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

EAL

Normally pupils should have been educated in the English medium for at least 1 year before coming to the school. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

Requests in variation in the school uniform

Although Dair House School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths. However, parents should be aware that all pupils at Dair House School are required to wear a uniform from the EYFS to Year 6.

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, and will normally arrange to meet with the parents to discuss the implications of such a request.

Complaints

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

ETHNIC BACKGROUND QUESTIONNAIRE

This Ethnic background record form (based on the new national population Census ethnic categories)

Pupil's name: _____Class/Form: _____.....

*Our ethnic background describes how we think of ourselves. This may be based on many things, including, for example, our skin colour, language, culture, ancestry or family history. **Ethnic background is not the same as nationality or country of birth.***

Please study the list below and tick one box only to indicate the ethnic background of the pupil or child named above.

White

- ◆ British
- ◆ Irish
- ◆ Traveller of Irish Heritage
- ◆ Gypsy/Roma
- ◆ Any other White background

Mixed

- ◆ White and Black Caribbean
- ◆ White and Black African
- ◆ White and Asian
- ◆ Any other mixed background

Asian or Asian British

- ◆ Indian
- ◆ Pakistani
- ◆ Bangladeshi
- ◆ Any other Asian background

Black or Black British

- ◆ Caribbean
- ◆ African
- ◆ Any other Black background

Chinese

Any other ethnic background

I do not wish an ethnic background category to be recorded

Please return the form to the school within four weeks.

Any information you provide will only be used to compile statistics on the school careers and experiences of pupils from different ethnic backgrounds, to help ensure that all pupils have the opportunity to fulfil their potential. These statistics will not allow individual pupils to be identified. Occasionally, the information will be passed on to the L E A and the Department for Children, Schools and Families (DCSF) to contribute to local and national statistics.

(Annexe B)

Dear Parent,

Collection and Recording of Pupils' Ethnic Background

I enclose an information leaflet about ethnic monitoring and a short form for you to complete about the ethnic background of your child, as all schools are required to do by the Department for Children, Schools and Families (DCSF). Please read the leaflet and the description of "ethnic background" then tick the appropriate box on the form. Please return the form to the School Office.

The information you provide will be used to compile statistics on the school careers and experiences of children from different backgrounds, to help ensure that all children have the opportunity to fulfil their potential. These statistics will not allow individual children to be identified publicly and the information will not be used for any other purpose. From time to time this information will be passed to the Local Education Authority and the DCSF to contribute to local and national statistics. You can ask to check your child's information at any time, and, if you wish, have the ethnic background changed or removed.

If you have not returned your completed form within four weeks, then the school may use its best judgement to assess the ethnic background of your child, noting that the information has been arrived at in this way, rather than provided by you. The school will let you know this decision and you can ask to have this decision altered or removed, if you wish.

We may have asked you about your child's ethnic background before. However, we need to check with parents again as there has been a change in the ethnic categories being used nationally.

Thank you very much for your help.

Yours sincerely,

T. C. Wintle

Headmaster