

# HOLLAND HOUSE SCHOOL

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## 17a Equal Opportunities Policy - Pupils Applicable to the Early Years Foundation Stage

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### **Review Arrangements:**

Date	October 2020
Approved	
Review Date	October 2021

## Related Policies

This policy should be read in conjunction with the following other policies:

- Health & Safety Policy
- Admissions Policy
- Equal Opportunities Policy Staff – within the Employment Manual
- Behaviour and Exclusions Policy
- Anti-Bullying Policy
- Curriculum Policy
- Special Education Needs and Disability Policy
- Access Plan
- Complaints Policy

### Amendments

Amendment	Date	Description
Annual review HST	November 2018	Annual review – no changes made
Annual Review HST	January 2019	Policy Guidance updated Change of 'Deputy Head' to 'Deputy Heads' Removal of Staffroom from Policy Availability Governing Body changed to Governing Board School Office changed to Bursar
New Head review EB	October 2020	Change of Deputy Heads to Deputy Head Update to ISI 2020 PSHEE to PSHE Appointment of Anti – discrimination officer

## AIMS

- To promote tolerance of each other and respect for each other's position within the school community;
- To promote positive images and role models to avoid prejudice and raise awareness of related issues;

- To foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures;
- To deal with offensive language and behaviour at an age appropriate level;
- To deal with any incidents promptly and in a sensitive manner.

## **POLICY GUIDANCE**

This policy refers to and complies with:

- Handbook for the Inspection of Schools Regulatory Requirements (ISI – September 2020)
- The Early Years Foundation Stage: Statutory Framework 2019
- Every Child Matters: Change for Children in Schools (DFE – 2005)
- (Independent School Standards) Regulations 2019
- Chapter 6, of the Equality Act 2010

## **POLICY AND PROCEDURE REVIEW**

Policy and procedures are adjusted on an ongoing basis where there is agreement between the Deputy Head, SLT and Headmistress on receipt of guidance from DFE, ISI, ISA or through best practice judgement at HHS.

## **POLICY AVAILABILITY**

The Holland House Equal Opportunities Policy - Pupils is available:

- On the HHS website
- School Office
- Staff network shared area

(The equal opportunities policy for staff can be found in the Employment/Staff Handbook)

## **STATEMENT**

Promoting equal opportunities is fundamental to the aims and ethos of Holland House School. Our community reflects the diverse nature of the population within which the school resides. We welcome applications from candidates with a diverse range of backgrounds. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual can feel valued and can flourish.

## **THE SCHOOL'S COMMITMENT**

Holland House School is committed to the equal treatment of all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. As a mixed, academically selective preparatory school we welcome all pupils who meet the entry requirements. We believe that the educational experience will be enriched when children are exposed to as wide a range of cultural experiences as possible whilst they are developing. We also welcome applications from pupils with individual needs and disabilities, but the school is not a specialist provider for special educational needs; we do not offer specialist teaching on a regular basis for special educational needs and as a small school, near a major road, we are realistic about the facilities that we can offer.

Bursaries are offered, where financially and proportionally possible, at the absolute discretion of the Governing Board, in order to make it possible for pupils, who meet the school's admission criteria, to attend the School. Application forms for bursaries may be obtained from the Bursar.

## PREVENTATIVE MEASURES

- The Governors, Headmistress, Senior Leadership Team, Teaching and Welfare Staff all play an active role in monitoring the implementation of the school's Equal Opportunities Policy. This is integrated into our PSHE and Citizenship Scheme, our Assemblies, our Form Time, playtimes, extra-curricular activities and lessons.
- Harassment in all its forms is unacceptable, our Behaviour Discipline and Sanctions Policy and our Antibullying Policy give clear guidelines on how we will address such serious issues.

## GENERAL

- The equal opportunities policy is monitored by the Headmistress who reports to the Governors in order to ensure its effectiveness.
- In line with our Admissions Policy and in order to cope with our academic demands, pupils must be competent English speakers.
- We welcome pupils from all faith backgrounds and we do not consider entry based on religious beliefs.
- All pupils are required to adhere to the school rules and wear the school uniform.
- All pupils are expected to show respect for all forms of faith and diversity, and this is enforced through our school ethos and policies, with staff modelling expected behaviour at all times.

## EYFS

- Pupils are taught why some forms of behaviour are unacceptable and hurtful to others. Sanctions may be the removal from an activity, loss of free time or Other relevant sanctions.
- A child may be sent to see the Headmistress, who will explain the inappropriateness of a particular action.
- Parents are informed and may be invited in for interview.
- The school may exclude a pupil if cases are severe in nature, and in the event that the support put in place does not result in the modification of behaviour to an acceptable level.

## ANTI-DISCRIMINATION OFFICER

- The BLM movement of Summer 2020 was an opportunity for the school to review practices to further enhance our policies and our firm commitment to Equal Opportunities. As a result, the Governing Board appointed a dedicated Anti-Discrimination officer who can be contacted directly on [speakup@hollandhouse.org.uk](mailto:speakup@hollandhouse.org.uk)

## COMPLAINTS

- Parents are referred to the Complaints Policy should they feel that a pupil's equal opportunities is not being addressed appropriately.
- Parents of EYFS children may contact Ofsted directly (refer to Complaints Policy).