



DEVONSHIRE HOUSE SCHOOL

For the Whole school including EYFS

Pupil Equal Opportunity Policy

The school is committed to ensure that staff and students do not experience inappropriate discrimination due to differences arising out of gender, pregnancy or maternity, disability, race, religion or belief, cultural background, linguistic background, special educational needs, sexual orientation, gender reassignment or academic or sporting ability.

This policy is written with due regard to the Equality Act 2010

To be read in conjunction with our Admissions Policy and our Special Educational Needs Policy

The SEND co-ordinator in EYFS is Ellen O'Malley

In the Junior School it is Ann Levin

and in the Senior School it is Philippa Solovitz

Promoting equal opportunities is fundamental to the aims and ethos of Devonshire House School. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual and providing a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Devonshire House School is committed to equal treatment for all regardless of race, ethnicity, religion, sexual orientation, disability, learning difficulty or social background. We are an academically selective school and we 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.

Code of Conduct

Staff play an active role in monitoring the implementation of the school's policy on equal opportunities. Use is made of Assemblies, PSHEE, Tutor time, Circle time, RS, English 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.

Harassment in all its forms is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. A successful equal opportunities policy requires strong and positive support from parents and guardians and full acceptance of the School's ethos of tolerance and respect.

English as an additional language

In order to cope with the academic and social demands of the school pupils must be reasonably fluent English speakers. Tuition in English as an Additional Language (EAL) can be arranged.

Requests for variation in the School uniform

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 Devonshire House School are required to wear a uniform. The Headmistress 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 Headmistress may take expert advice and will normally arrange to meet with the parents to discuss the implications of such a request.

Policy Implementation

This Policy is the responsibility of the Headmistress.	Date written; 1 st September 2015 Reviewed July 2017
Signed:.....	Date:.....
Headmistress’s Signature:.....	Date:.....
To be reviewed:	September 2018