



## **Equal Opportunities Policy**

**Aspire • Believe • Achieve**

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| <b>Reviewed:</b>                    | <b>Sept 2026</b> |
| <b>Ratified by governing board:</b> |                  |
| <b>Review Due:</b>                  | <b>Sept 2027</b> |

## **Rationale**

Promoting equality, diversity and inclusion is fundamental to the aims, ethos and values of Frewen College. The College is committed to providing an environment in which every individual is treated with dignity, respect and fairness, and where diversity is valued and celebrated.

The College will not unlawfully discriminate against, harass or victimise any pupil, employee, parent, governor, volunteer, visitor or contractor on the grounds of any protected characteristic under the Equality Act 2010, namely:

- Age (in relation to staff and employment matters)
- Disability
- Gender reassignment
- Marriage and civil partnership (in relation to staff and employment matters)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The College is committed to promoting equality of opportunity, advancing inclusion, eliminating unlawful discrimination and fostering good relations between all members of the college community.

The College seeks to create an environment in which all pupils can participate, achieve and develop confidence, irrespective of need, background or personal characteristics.

For pupils, this means they can be confident that they are valued, supported and encouraged to achieve their full potential. For staff, this means working in an environment where they are treated with dignity and respect and are able to contribute positively to the life of the College.

The College recognises its responsibilities under the Equality Act 2010, the Independent School Standards Regulations (ISSRs) and the expectations of the Independent Schools Inspectorate (ISI) Framework.

## **Purposes**

The purposes of this policy are:

1. To comply with the College's responsibilities under the Equality Act 2010 and other relevant legislation.
2. To eliminate unlawful discrimination, harassment and victimisation on the grounds of any protected characteristic.
3. To promote equality of opportunity for all pupils and members of the wider college community.

4. To foster positive relationships, mutual respect, understanding and tolerance between individuals from different backgrounds, experiences and beliefs.
5. To ensure equality, diversity and inclusion are embedded throughout the College's policies, practices, curriculum, co-curricular provision and wider activities.
6. To provide an environment in which pupils feel valued, recognised as individuals and supported to develop confidence, self-esteem and realistic aspirations.
7. To ensure that pupils are well motivated and given every opportunity to succeed regardless of ability, disability, socio-economic background, ethnicity, race, religion or belief, sex, gender reassignment, pregnancy or maternity status, or sexual orientation.
8. To develop a culture in which pupils and staff support one another, value diversity, challenge prejudice and contribute positively to an inclusive community.
9. To ensure that all members of the college community are treated with dignity, respect and fairness.

### **Broad Guidelines**

To achieve these aims, the College will:

1. Treat discrimination, harassment, victimisation, bullying, prejudice or unfair treatment as serious matters and address them through the appropriate policies and procedures.
2. Ensure that admissions decisions are made fairly and in accordance with the College's Admissions Policy and the requirements of the Equality Act 2010.
3. Provide a curriculum and educational experience that promotes equality of opportunity, reflects diversity and allows all pupils access to appropriate opportunities, support and resources.
4. Ensure that teaching and learning activities encourage understanding, respect and appreciation of diversity.
5. Promote the use of positive, respectful and inclusive language throughout the College. Derogatory or discriminatory language and behaviour will be challenged and addressed appropriately.
6. Respond promptly and effectively to incidents of discriminatory behaviour, harassment or prejudice.
7. Provide opportunities through the curriculum and wider college life for pupils to develop the knowledge, skills and understanding necessary to recognise, challenge and prevent prejudice and discrimination.
8. Organise groups, interventions and support arrangements according to educational need and in ways that promote fairness, inclusion and achievement.
9. Ensure that all members of the college community understand the importance of equality, diversity, inclusion and mutual respect.

10. Respect and support the rights, freedoms, dignity and wellbeing of all members of the college community.
11. Recognise and respect the diversity of race, ethnicity, nationality, culture, religion or belief, disability, sex, gender reassignment and sexual orientation within the College community.
12. Although the College's ethos is founded upon Christian values and traditions, it welcomes and respects individuals of all faiths and those with no faith, subject always to considerations of safety, welfare and the rights and freedoms of others within the college community.
13. Make reasonable adjustments for pupils, staff and visitors with disabilities where required, ensuring they are not placed at a substantial disadvantage compared with others.
14. Seek to identify and remove barriers to participation, learning and involvement in college life for pupils with special educational needs and disabilities (SEND).
15. Promote mutual respect, dignity, tolerance and understanding in accordance with the College's values and the principles underpinning Fundamental British Values.

## **Responsibilities**

### Governors

The Governors are responsible for:

- Ensuring the College complies with its legal obligations relating to equality, diversity and inclusion.
- Monitoring the effectiveness of this policy.
- Supporting the promotion of an inclusive college culture.

### Headmaster and Senior Leaders

The Headmaster and Senior Leadership Team are responsible for:

- Implementing and promoting this policy.
- Ensuring appropriate procedures are in place to address concerns or complaints.
- Monitoring equality-related issues and taking appropriate action where necessary.

### Staff

All staff are responsible for:

- Treating others with dignity and respect.
- Promoting equality and inclusion through their professional practice.
- Challenging discriminatory behaviour, attitudes or language.
- Supporting pupils to understand and value diversity.

## Pupils

Pupils are expected to:

- Treat others with kindness, respect and consideration.
- Value and celebrate diversity.
- Refrain from discriminatory, prejudicial or bullying behaviour.
- Report concerns to a member of staff where appropriate.

## Parents

See parental code of conduct

## Monitoring and Review

The College will monitor the implementation and effectiveness of this policy through its leadership and governance arrangements.

The Headmaster and Governors will review this policy annually, or sooner where changes in legislation, statutory guidance, the Independent School Standards Regulations or ISI requirements make this necessary.

Employment-related equality matters, including recruitment, selection, promotion and staff development, are addressed through the College's Staff Handbook and associated employment policies.

## Conclusion

Frewen College is committed to maintaining a community in which all individuals are treated fairly, respectfully and with dignity. We will work together to create an inclusive environment that celebrates diversity, promotes equality of opportunity and actively challenges discrimination, harassment, victimisation and prejudice wherever it occurs.

## Related Policies

This policy should be read alongside the following:

- Admissions Policy
- Accessibility Plan
- SEND Policy
- Anti-Bullying Policy
- Safeguarding and Child Protection Policy
- Behaviour Policy
- Complaints Procedure
- Health and Safety Policy
- Medical Policy
- Educational Visits and Residential Trips Policy
- Online Safety and Acceptable Use Policies
- Disability Policy

- Managing Allegations Against Staff Policy
- Careers Education, Information, Advice and Guidance Policy
- Whistleblowing Policy
- Staff Handbook

## **References**

This policy has been informed by:

- Equality Act 2010
- Human Rights Act 1998
- Education and Inspections Act 2006
- The Education (Independent School Standards) Regulations 2014
- Independent School Standards Regulations (ISSRs)
- Independent Schools Inspectorate Framework
- Equality and Human Rights Commission (EHRC) Technical Guidance for Schools (England)
- Keeping Children Safe in Education (current edition)