



## **EQUAL OPPORTUNITIES POLICY**

This policy applies to the whole school including the Early Years Foundation Stage.

Promoting equal opportunities is fundamental to the aims and ethos of Westfield 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, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Westfield School is committed to equal treatment for all, regardless of an individual's age, race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. We are a non-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.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policy covering Special Educational Needs (SEN), learning difficulties, and disability. Bursaries are available in order to make it possible for as many as possible who meet the school's admission criteria to attend the school. Details of our provision for bursaries can be found on our website or obtained from the Bursar's office.

### **CODE OF CONDUCT**

The Headmaster, the Senior Leadership Team and pastoral staff play an active role in monitoring the implementation of Westfield's policy on equal opportunities. Use is made of assemblies, PSHEE, RE, Drama, 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, including unconscious 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 related to protected characteristics is unlawful discrimination. Harassment in all its forms is 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 parent and guardians, and full acceptance of the school's ethos of tolerance and respect.

### **ENGLISH AS AN ADDITIONAL LANGUAGE**

Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

### **REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM**

Although Westfield has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for all religions to practice their own faiths. The Headmaster will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's 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**

If parents have any complaints about the operation of our Equal Opportunities, policy copies of the school's complaints procedure are available on the website or can be sent to them on request.