



Equal Opportunities (Pupils)

SCHOOL POLICY & PROCEDURE

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Equal Opportunities (Pupils) Policy

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Equal Opportunities (Pupils) Policy

Aims

At Talbot House Children's Charity ("the Charity" and / or "the School") we value the individuality of all of our pupils. We are committed to giving all of our pupils every opportunity to achieve the highest of standards. We do this by taking account of pupils varied experiences and needs. We offer a broad and balanced curriculum and have high expectations for all pupils. The achievements, attitudes and well-being of all our pupil's matter.

This policy is intended to help to ensure that the Charity promotes the individuality of all pupils, and does not discriminate against anyone irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, sex and sexual orientation or background. This policy accords with legislation set out in the Equality Act 2010.

We seek to ensure that all pupils have equal access to the full range of opportunities provided by the Charity.

We constantly strive to remove any forms of indirect discrimination that may form barriers for some groups. Through positive educational experiences, and support for everyone's legitimate point of view, we aim to promote positive social attitudes, and respect for all.

We value every pupil and celebrate the individuality and cultural diversity of the community centered within our School. We respect all minority groups.

Equal Opportunities (Pupils) Policy

1. Roles and Responsibilities

The Board of Trustees and the Governing Body ("the Board") will:

- Ensure that the School complies with the appropriate equality legislation and regulations.
- Ensure that policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the Charity's **Admission & Discharge Policy** does not discriminate in any way.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

1.1 The Head Teacher will:

- Implement this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and Continuing Professional Development (CPD).
- Ensure that all parents are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.

1.2 Employees will:

- Not discriminate or harass any pupil.
- Be mindful of any incidents of harassment or bullying in the School.
- Address any minor issues of harassment or bullying and report any major breaches of this policy to the Head Teacher or any of the Designated Safeguarding Leads (DSLs) and Deputy Designated Safeguarding Leads (DDSL's).
- Identify and challenge bias and stereotyping within the curriculum and the School's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up to date with equality legislation and its application by attending the appropriate training.

1.3 Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the School by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the Head Teacher, Pastoral Team, or to another member of staff.
- Abide by all the Charity's policies, procedures and codes.

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2. Equality Objectives

The School is committed to promoting the welfare and equality of all its staff, pupils and other members of the School community. To achieve this, the School has established the following objectives:

- Offer appropriate qualifications in English for pupils in all vulnerable groups.
- Implement effective strategies to support pupils in all vulnerable groups following linear exam courses.
- Improve the quality of support for pupils in all vulnerable groups in the classroom.
- Continue to explore the use of new technologies to support pupils in all vulnerable groups in accessing their learning (with special investigation taking place regarding the use of technology, internal exams, and group work).

3. Promoting Equality

In order to meet our objectives, the School has identified the following priorities:

- Staff will ensure that all pupils are able to take part in curricular activities and residential visits, and the School will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- The School will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- Schemes of work, medium term plans and daily planning are designed to meet the abilities and learning styles of all pupils.
- There will be a clearly defined system stipulated in the Charty's **Behaviour Management Policy**, which will be consistently enforced.
- The School will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling them to take as full a part as possible in the activities of the School.
- The School will ensure there is adequate access.
- Throughout the year, the School will plan ongoing events to raise awareness of equality and diversity.
- Bullying and prejudice will be carefully monitored and dealt with accordingly.
- Training will be given to both existing and new employees to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

4. Addressing Prejudice-Related Incidents

The School is opposed to all forms of prejudice, and we recognise that pupils and staff who experience any form of prejudice-related discrimination may fare less well in the education system. The School will ensure that pupils and staff are aware of the impact of prejudice to prevent any incidents from occurring. If incidents continue to occur, the School will address them immediately.

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5. Curriculum

All pupils will be entitled to access a broad and balanced curriculum and teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need. The School will:

- Take every opportunity to promote and advance equality. When planning the curriculum,
- Promote equality and will not subject individuals to discrimination. When teaching the curriculum
- Develop an appropriate curriculum for all pupils in all vulnerable groups.
- Ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

6. Review

The Head Teacher will review this policy on an annual basis. The Head Teacher will take into consideration any feedback and / or complaints received from employees, pupils, parents / carers or other individuals regarding equal opportunities when reviewing this policy.