



RESPONSIBILITY	DEPUTY HEADS PASTORAL
DATE REVIEWED	SEPTEMBER 2023

PUPIL EQUAL OPPORTUNITIES POLICY

Promoting equal opportunities is central to the aims and ethos of Framlingham College. We welcome applications to the College from candidates with a diverse range of backgrounds. This enriches our community and is important in preparing our pupils for today's world. We focus on educating the individual and providing a comfortable and welcoming atmosphere, where each pupil feels valued and can flourish.

Framlingham College is committed to equal treatment for all, regardless of an individual's race, sex, gender reassignment, ethnicity, religion or belief, sexual orientation, disability, learning difficulty, body image, pregnancy & maternity, or social background. Whilst it is recognised that there must be a base line ability in order to access what is essentially a traditional yet dynamic curriculum, we encourage applications from purposeful young people whose major strengths may not be defined in purely academic terms. We believe that breadth of opportunity is essential to inspire and motivate the young. A rich diversity of activities beyond the confines of the curriculum unlocks enthusiasm, builds self-confidence and uncovers hidden talents, developing strengths which in turn then impact on all aspects of a pupil's development. We also believe that education experience can be enriched if pupils are exposed to a wide range of cultural differences whilst they are developing.

We welcome applications from pupils with special needs and disabilities, providing the specific needs of the pupil can be managed within the school and that our site can cope with them. We advise parents of children with special educational needs or physical disability to discuss their child's requirements with us in advance so that adequate provision can be made prior to visits, interviews and any necessary entrance examination or assessment. We will discuss thoroughly with parents and their medical advisers, the adjustments that can reasonably be made for the child if he/she becomes a pupil at the school.

Aims:

- to provide a learning environment where all individuals feel valued and part of the community
- to prepare our pupils for life in a diverse society in which they are able to see their place in society
- to provide positive information without stereotypes about different groups of people regardless of gender, disability, ethnicity, sexual orientation, religion and age
- to plan, improve and develop our understanding and promotion of diversity
- to actively challenge discrimination and disadvantage
- to ensure inclusion throughout the College

We will:

- involve pupils and staff in the evaluation of our policies, procedures and practices

- make sure that all parts of the wider curriculum makes explicit and implicit provision to promote and celebrate diversity
- have high expectations of behaviour in the College which demonstrates respect to and tolerance of others

Staff responsibilities:

- to be vigilant in all areas of the College for any sort of bullying, teasing or harassment
- to deal effectively and promptly with any name-calling or other forms of victimisation because of perceived differences
- to identify and challenge bias and stereotyping within any part of the curriculum
- to promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation

Action:

- Make pupils feel valued through positive reinforcement both verbally and with the Rewards system
- Avoid stereotypes and derogatory images when choosing materials for use in class
- Celebrate a wide range of festivals in Assemblies and actively encourage overseas pupils to promote different cultures
- Create an atmosphere of mutual respect and tolerance
- Help our pupils to fully understand that discriminatory behaviour and remarks are unacceptable everywhere
- Ensure that the co-curricular activities we offer are inclusive of pupils with special educational needs and those with disabilities
- Ensure that those pupils whose first language is not English have full access to the activities we offer and that they are well supported
- Encourage pupils to empathise with others who are different from themselves
- Ensure pupils have equality of access to learning, reflecting the widest possible range of communities in the choice of resources

Food:

- Our Catering team are very keen to promote a range of food, with varied cultural approaches to mealtimes
- We celebrate important dates in the calendar such as the Chinese New Year with a suitable menu to promote a variety of cuisine
- We endeavour to provide a menu where medical, cultural and dietary needs of staff and pupils are met, and special diets can be arranged in consultation with the Catering Manager

Diversity:

- We welcome the diversity of family life and work in partnership with all families
- We encourage parents to take part in College life, particularly through engagement events and welcome their input
- We value the contributions of families whose first language is not English to life at the College

Means tested Scholarships and bursaries are offered in order to make it possible for as many as possible who meet the College's admission criteria to attend the College.

Although Framlingham College has Christian roots, we do not select for entry on the basis of religious belief and we welcome pupils of all faiths. Parents should be aware that all pupils are normally expected to attend assemblies and to wear the College uniform. The Principal will consider written requests from parents for variations in the uniform on religious grounds

that are consistent with the College's ethos and its policy on Health and Safety. The Principal will normally arrange to meet the parents to discuss the implications of such a request.

If a parent or child has any complaint about the operation of the equal opportunities policy, a copy of the College's complaints procedure is available on the website.