BALLARD

BESPOKE EDUCATION

EQUAL OPPORTUNITIES POLICY - PUPILS	
Reviewed by:	**Chris Jackson – Deputy Head Pastoral**
Review Date:	**September 2026**
Next Review due:	**October 2027**

Equal Opportunities Policy - Pupils

THIS POLICY APPLIES TO BALLARD SCHOOL (INCLUDING EYFS)

INTRODUCTION

Ballard School is committed to equal treatment for all pupils, employees and members of the School community regardless of race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, age, or marriage or civil partnership status ('protected characteristics'). Promoting equal opportunities is fundamental to the aims and ethos of the School.

AIMS

The aims of this policy and Ballard School's ethos are to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics.
- Promote equality of opportunity for all members of the school community.
- Comply with Ballard School's equality duties contained in the Equality Act 2010.
- Ensure that pupils and staff recognise that discrimination based on race including colour, nationality, ethnic or national origin, religion, belief, being married or in a civil partnership, being pregnant or having a child, age, sex, sexual orientation, gender reassignment or disability is not acceptable.
- Provide a happy and caring environment in which all pupils and staff feel safe enough to express and question views.
- To work towards the elimination of discrimination and harassment by promoting positive attitudes to encourage respect and appreciation of each person as an individual.
- Ensure that all pupils and staff feel valued and supported and have a sense of belonging.
- Ensure that the principles and practice of equal opportunities apply to all members of the school community: pupils; teaching and non-teaching staff; parents; governors; and visitors.
- Educate, develop and prepare all our pupils for life whatever their gender, colour, origin, culture, religion, sexual orientation, gender reassignment (as defined within the Equality Act 2010) or ability.
- Develop pupils' education and care in relation to their needs and abilities.

All members of the school community are expected to comply with this policy.

All parents are expected to support the aims of this policy and Ballard School's ethos of tolerance and respect.

ADMISSION

Ballard School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy.

Parents must inform Ballard School when submitting the Registration Form, of any special circumstances relating to their child, which may affect their child's performance in the admissions process, and/or ability to fully participate in the education provided by the School. The School will consider each application individually and, in consultation with parents, will consider what reasonable adjustments may be made to enable a child to access the education and services provided. A place may not be offered where, even after reasonable adjustments have been fully considered, the School is unable to meet the child's needs without unreasonable detriment to the efficient education of others or where the required adjustments would not be reasonable in all the circumstances.

EDUCATIONAL SERVICES

Ballard School affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare).

Ballard School recognises that some pupils may be more vulnerable to discrimination, harassment, bullying or safeguarding concerns because of a protected characteristic, special educational needs and disabilities (SEND), additional needs, family circumstances or other factors. The School is committed to ensuring that all pupils are able to access support, participate fully in school life and have their welfare safeguarded.

Ballard School will:

- Treat all members of the school community with respect and dignity and seek to provide a positive working and learning environment, free from discrimination.
- Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any protected characteristics.
- Ensure that pupils with English as an additional language and pupils with an Education, Health and Care Plan (EHCP) receive necessary educational and welfare support.
- Monitor, where appropriate, admissions, participation, achievement, behaviour, suspensions, attendance, safeguarding concerns and outcomes for different groups of pupils to identify and address any emerging inequalities.
- The admission and progress of pupils from different backgrounds.
- Challenge inappropriate discriminatory behaviour by pupils and staff.
- Offer all pupils access to all areas of the curriculum and a full range of co-curricular activities.
- Work with parents and external agencies, where appropriate, to combat and prevent discrimination in the School.
- Ensure that the School reviews, monitors and evaluates the effectiveness of inclusive policies and practices.
- Use the curriculum, assemblies and PSHE to:

- Promote tolerance of and respect for each other, paying regard to the protected characteristics set out in the Equality Act 2010.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.

Ballard School recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment, discriminatory behaviour, prejudice-based bullying, online bullying and any form of victimisation based on a protected characteristic are unacceptable and will be dealt with promptly and effectively in accordance with the School's Behaviour policy, Anti-Bullying policy and safeguarding procedures.

RELIGIOUS BELIEF

Ballard School is inclusive and welcomes and respects the rights and freedoms of individuals from all religions and faiths (or with no religion or faith), subject to considerations of safety and welfare and the rights and freedoms of other members of the school community. We seek to promote an ethos of tolerance based on understanding of, and respect for, the beliefs and practices of others.

The governing body, through the Leadership Team, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

All pupils are required to comply with Ballard School's Uniform policy. The Headmaster will consider requests from parents and pupils for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds, provided they are consistent with Ballard School's policy on health and safety, and it is reasonable in all the circumstances, including in light of Ballard School's obligations under the Equality Act 2010.

REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY

Ballard School has an ongoing duty to make reasonable adjustments for pupils with a disability, to ensure they do not suffer a substantial disadvantage in comparison with other pupils.

Where Ballard School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the School can make to avoid their child being put at a substantial disadvantage. Ballard School will carefully consider any proposals for auxiliary aids and services, considering a pupil's disability, and the resources available to the School.

ONLINE CONDUCT

The School expects all members of the community to demonstrate respect for others both in person and online. Discriminatory language, harassment or bullying through social media, messaging platforms or other digital technologies will be treated seriously and managed in accordance with relevant school policies.

AWARENESS OF POLICY

Staff, parents and pupils will be made aware of the School's commitment to equal opportunities and that the School has an Equal Opportunities Policy. This will be made clear to staff and new pupils at their induction into the School. The Personal, Social and Health Education (PSHE) programme and staff development training will support our commitment to equal treatment for all.

BREACH OF THIS POLICY

All cases of discrimination or prejudice are taken seriously and dealt with, as appropriate, in accordance with the School's policies, including the Behaviour Policy, the Anti-Bullying Policy and staff disciplinary procedures. Any member of the school community acting in a manner contrary to the letter or spirit of this policy will be made aware of the unacceptable nature of his/her behaviour.

If the behaviour is regarded as premeditated, severe or regular, pupils/staff will be subject to disciplinary procedures. In appropriate circumstances, suspension/dismissal will be considered. In other cases, pupils will be seen by their Head of Section and/or Deputy Head. Staff will be spoken to by their Head of Department or a senior member of staff. Their conversations will aim to encourage change in a supportive manner and reinforce the principles of this policy.

COMPLAINTS

If a pupil considers that they have been subjected to discrimination, which is in conflict with the policy, they, their parent, or guardian should follow the School's complaints procedure, a copy of which is available on the School's website. Any member of staff who considers that they have been subjected to discrimination, which is in conflict with the policy, should register a complaint in accordance with the relevant Grievance Procedure. All reported breaches of this policy, discriminatory incidents and complaints relating to equality will be recorded, monitored and reviewed periodically by senior leaders to identify any trends and inform future training, policy development and safeguarding practice.

MONITORING AND REVIEW

All staff, and especially those with management responsibility, have an obligation to ensure that the policy is both known and implemented throughout the School.

Chris Jackson
Deputy Head Pastoral
September 2026

Policy Log:
August 2021 updated (Andy Marshall)
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