



## Magdalen College School

### Equal Opportunities Policy: Pupils

#### INTRODUCTION

Magdalen College School has a legal duty to uphold the law on equal opportunities for pupils and staff alike. The school therefore has policies and procedures in place that are regularly reviewed by Governors and Senior Management. The Master and her Advisory Committee are responsible for ensuring that staff and pupils are actively engaged in implementing the policy.

Promoting equal opportunities is fundamental to the aims and ethos of Magdalen College School which welcomes 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.

The school is committed to equal treatment for all, regardless of an individual's age, race, ethnicity, linguistic background, religion and beliefs, culture, gender, gender reassignment, sexual orientation, being married or in a civil partnership, pregnancy, maternity, disability, special educational need(s), body image or social background. We are an academically selective school and we believe that the educational experience can only be enriched if pupils are exposed to as wide a range of cultural experiences as possible whilst they are developing.

We also welcome applications from pupils with special educational needs and disabilities, and refer parents to our Learning Support Policy and Accessibility Policies.

Bursaries are offered 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 Registrar's office or Bursar's Office).

This Policy conforms with the Equality Act 2010.

## **DISCRIMINATION**

There will be no discrimination because of or related to the protected characteristics of sex, sexual orientation, gender reassignment (the school's Gender Identity Protocol is available on request), disability, pregnancy or maternity, being married or having a civil partner, age, race (including colour, nationality and ethnic or national origins), religion or belief which is not permitted by law; or on any other grounds, except where this is necessary to ensure that the job is done effectively and safely.

In relation to the protected characteristics set out above, unlawful discrimination includes (subject to certain exceptions):

- less favourable treatment of a person because they have a protected characteristic, or are associated with someone else who has such a characteristic, or are thought (whether rightly or wrongly) to have the characteristic;
- a provision, criterion or practice which is applied to a group of people, but which puts or would put an individual with a protected characteristic, and others sharing that characteristic, at a particular disadvantage (unless it can be shown to be a proportionate means of achieving a legitimate aim);
- harassment related to a protected characteristic (please also see the Staff Code of Conduct). In general it does not matter whether the victim has the protected characteristic, is associated with someone else who has such a characteristic, or is simply thought (whether rightly or wrongly) to have the characteristic;
- subjecting a person to a detriment for making a complaint of discrimination or giving evidence in relation to such a complaint (victimisation);
- treating a person unfavourably because of something arising in consequence of that person's disability.

## **PROMOTION OF CULTURE OF EQUAL OPPORTUNITIES**

The Master, Senior Staff, the Advisory Committee, pastoral and medical staff play an active role in monitoring the implementation of the school's policy on equal opportunities, paying particular regard to the protected characteristics set out in the Equality Act 2010. Use is made of Assemblies, Liliun lessons and talks, subject lessons and tutor time 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. Prejudice and bias should be recognised, and challenged.
- 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 and victimisation in all their forms are unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination and all staff are reminded annually of the school's stance and procedures at the first INSET day of the Michaelmas term.

A successful equal opportunities policy requires strong and positive support from parents (and guardians), and full acceptance of the school's ethos of tolerance and respect.

### **MONITORING**

Magdalen College School monitors its equal opportunities policy regularly, and it is reviewed regularly by Governors in order to ensure its effectiveness. Magdalen College School is a member of the ISC and takes part in that organisation's annual census of all aspects of educational provision in the independent sector. This includes the gathering of information regarding nationality, using the same methodology as is analysed by the DfE for schools in the maintained sector.

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

In order to cope with the academic and social demands of the school, pupils must be able to function at a sufficient level to access the curriculum. The school maintains a register of those for whom English is an Additional Language (EAL) in order to support their learning. Lessons are available and the pupils' progress is monitored by tutors, Heads of Year, the Learning Support Department as well as the Deputy Head (Academic) and Deputy Head (Education Development).

### **UNIFORM AND APPEARANCE**

Parents should be aware that all pupils at the school are required to wear a uniform. The Master will consider written requests from parents for variations in the uniform, for example on religious grounds, which are consistent with the school's ethos and its policy on health and safety. The Master may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

### **COMPLAINTS**

The school hopes that you and your child do not have any complaints about the operation of our equal opportunities policy; the School's Complaints Procedure can be found on the school website.

### **ASSOCIATED POLICIES**

Admissions policy; Accessibility Policy & Accessibility Plan; Learning Support Policy

Reviewed	Oct 2023
Reviewer	Usher
Date of Next Review	Oct 2024