



**RENDCOMB
COLLEGE**
NURSERY • JUNIOR • SENIOR

Equal Opportunities Policy (Pupils) Incorporating Equality, Diversity and Inclusion

Monitoring:

Head of College, Deputy Head (Pastoral), DSL, Head of
EDI Committee

Reviewed:

August 2022

Next Review:

August 2023

EQUAL OPPORTUNITIES POLICY (PUPILS)

Providing equal opportunities is fundamental to the aims and ethos of Rendcomb College. We strive to support and educate the individual, aiming for a comfortable and welcoming atmosphere where each individual feels valued and can flourish. Rendcomb College is committed to equal treatment for all and we aim to guide the creation of informed citizens who embrace and promote a diverse and caring society.

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 in the Bursaries and Scholarships policy on our website or obtained from the Bursary.

Aims

The aims of this policy are:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the school community
- Fulfil Rendcomb's equality duties contained in the Equality Act 2010
- A programme of education for all students and staff on unconscious and conscious discrimination and bias and how to combat it.
- Provide a happy and caring environment for all to feel safe enough to express and question views.
- To work towards eliminating discrimination and harassment by promoting positive attitudes and to encourage respect and appreciation of all individuals
- Educate and prepare children for life outside of Rendcomb College

The Head of College, the Senior Leadership Team, Pastoral staff, Houseparents, Tutors, the Chaplain and the medical staff play an active role in monitoring the implementation of Rendcomb College's commitment to equal opportunities. Use is made of Assemblies, PSHEE, visiting speakers, tutor group meetings, Religious Education and other lessons to:

- Celebrate and respect each other.
- Promote positive images and role models to avoid prejudice and develop nurturing caring and thoughtful individuals.

- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. 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.
- Promote an anti-racist culture throughout the College

Monitoring

Rendcomb College monitors its equal opportunities policies to ensure its effectiveness. As part of that process our recruitment of pupils, and staff, is free from discrimination on the grounds of race, ethnicity or disability or any other protected characteristic. The Head of College oversees the work of the Equality, Diversity and Inclusion (EDI) Group, which comprises of staff and pupils who meet regularly to review and develop the College's policies and practices. This is chaired by a trusted member of staff who reports directly to the Head of College on matters and concerns raised.

All members of teaching staff undertook Equality and Inclusion training in INSET of September 2021 and again in INSET 2022. All staff then attended EDI training in September 2022, which was then also presented to all pupils. The SLT attended additional EDI training. All staff members also undertook the Safesmart EDI training at INSET 2022.

Due to the multi-cultural society we often have amongst boarding pupils at the College, events are arranged to celebrate and showcase the different cultures we have at the College. Events such as the International Stars Music showcase and the International Celebration evening bring the College together to celebrate all nationalities at Rendcomb.

English as an Additional Language

To assist with intergration and to cope with the academic and social demands of Rendcomb, all international pupils are offered English as an Additional Language classes. The department are also vital in monitoring their progress and raising any concerns. Through the EAL departments International Café activity pupils from all over the world are able to discuss their own cultures and experiences openly.

The Society of Heads Equality, Diversity and Inclusion Programme

As a member school of the Society of Heads, Rendcomb is committed to supporting the charter which ensures that access to the exceptional educational experiences on offer is equitable and free from bias, conscious or unconscious. As a member school we remain committed to fulfilling our duties under the Equality Act (2010) and in particular we understand that we have a responsibility to ensure that our students and workforce reflect this.

In addition to this we are:

- Producing, implementing and reviewing on an annual basis, a whole school EDI Policy
- Appointing a member of the Governing Body to be responsible for EDI
- Appointing a member of staff to be responsible for EDI who will Chair the EDI Committee

- Looking to implement unconscious bias training on an achievable cycle
- Ensuring all staff receive EDI training on a regular basis
- Ensuring the student voice allows for discussion of EDI issues
- Ensuring that EDI topics are taught in the PSHE and other curriculum subjects where appropriate

Complaints

We welcome all feedback on this policy and work with all parties to ensure any concerns are alleviated. We hope any pupil does not have any complaints about the operation of equal opportunities at Rendcomb, but copies of the complaints procedure are available on the school website.