

Founded 1642



# New Hall School

## Whole School Equal Opportunities Policy (Students)

Reviewed by	Senior Leadership & Management Team
Date	August 2019
Authorised by	Board of Governors of New Hall
ISI Code	17a

## WHOLE SCHOOL EQUAL OPPORTUNITIES POLICY (STUDENTS)

*For details of arrangements to adjust for individual needs see Accessibility Policy.  
Please also refer to: EAL Policy; SEN Policy; Disability Policy; MAT Policy; Provision for Students with  
Particular Needs Policy; Equal Opportunities Policy  
NB. Whole School Policies include EYFS*

Equality of opportunity at New Hall School is based on the Gospel values expressed in its Mission & Ethos Statement:

New Hall, a Catholic boarding and day school, provides  
**the best start in life**, enabling students  
to meet confidently the challenges of the wider world.

Here **academic excellence** is achieved in surroundings  
where relationships are based on  
**care, trust** and **respect**.

We **welcome** students from many traditions,  
building a Christian **community** that has at its heart  
**prayer** and **service** to others.

At the heart of our foundation is the faith that is essential to the character of the School. While the School is a Catholic community, it welcomes students and staff with different beliefs, religions, backgrounds and cultures who support its ethos. The spiritual development of all those at New Hall is of the highest importance.

We strive to provide equality of opportunity for all members of our School community, within the context of a selective Catholic independent boarding and day school, making special provision for those with particular needs, including as to ability. We are committed to an inclusive and positive approach in ensuring that there is no unfair discrimination based on individual characteristics. The School expects that students and staff respect those of different backgrounds e.g. race, culture, ethnicity, religion or beliefs, colour, nationality, national or ethnic origins, sex, transgender, gender identity/fluidity, sexual orientation or disability. The School fosters a strong sense of community, which has a particular and important international dimension.

### 1. Implementation

The School is a diverse and inclusive community. We are committed to an understanding of many cultures, origins, backgrounds, identities, beliefs and faith groups. Any incident in the School, that is considered to be in contradiction of this, will be referred to senior leadership level.

In practice, every member of our community is to be encouraged to respect and value others and their beliefs, identities, cultures, origin and faiths at all times including in lessons, assemblies and in day-to-day relationships and behaviour both within and outside of the School. Provision will be made for students for whom English is an additional language, those with special educational needs/learning difficulties and those with physical disabilities or medical conditions, which can be reasonably accommodated within the School's resources.

We recognise in particular that some members of our community may seek support and advice in respect of their gender identity either upon joining New Hall or during the course of their education here. In the context of this policy "gender identity" is used to cover a range of terms including but not limited to transgender, transsexual, gender fluidity, non-binary, gender queer and gender dysphoria. We will positively accommodate the needs of students where reasonably practicable, based on the School's resources and obligations and our duty of care to all students and staff. Students should feel able to seek advice and support from the School and are encouraged to create an open dialogue with us. This may include discussing absences for treatment and support from external sources, name changes, terminology and language, physical education and School trips.

Students interested in equal opportunities issues are encouraged to raise their questions or proposals with the Student Council, through the Suggestion Boxes or directly with their Head of Year/Boarding/Division or the Principal.

## **2. Curriculum and Co-Curriculum**

The curriculum should be taught in ways, which value and respect all members of our community. School resources and displays should reflect the diverse nature of the School community and should be presented in such a way as to avoid any negative or discriminatory bias regarding race, religion, disability, gender or gender identity/ fluidity. Diversity should be celebrated. For example, the School celebrates Black History Month in October. Equality and diversity issues are covered in the PSHEE programme. There will be respect for different religions, within the context of a Catholic school, which has obligations to promote and support the Catholic faith.

The curriculum builds on students' starting points and is differentiated appropriately, particularly for students with English as an additional language and those with learning difficulties/disabilities, which may include special educational needs.

Co-curricular activities and special events cater for the interests and capabilities of all students. Informal events are designed to include the whole School community and, as appropriate, will at times especially benefit different groups and cultures e.g. celebration of Chinese New Year.

Relationships with parents and guardians will be fostered regardless of beliefs, identities, cultures, origin and faiths. There is fair access for all to staff members and to School events.

All students are equally respected as members of the School community: ethnicity, nationality, religion, sexual identification, gender identity/ fluidity and disability are, of themselves, no bar to any student participating in all aspects of School curricular and co-curricular life. All students are expected to show care, trust and respect to others and to follow the Code of Conduct.

## **3. Staff**

*See Equal Opportunities Policy (staff) and the Appointment of Staff Policy.*

Our staff and Governors are trained on equality and diversity, on a 2-year rolling programme. The Senior Leadership & Management Team and Governors track and review Equal Opportunities in relation to student matters and staffing.

In recruitment of staff, the best candidate will be appointed according to the criteria set for each post. All staff regardless of beliefs, identities, cultures, origin and faiths will be given respect and support as part of the New Hall community. All staff are expected to support the Catholic ethos of the School. Induction for new staff will address issues of equality and all staff will have access to training which will enable the continuation of professional development.

As a Catholic independent school, there are particular posts that are reserved for practising Catholics: Principal, Deputy Principal, Head of Theology & Chaplaincy, Chaplain and Theology Teachers. Senior Leaders and pastoral staff are expected to have understanding of Catholic beliefs and values.

#### **4. Resources**

Resources used in School will reflect this policy.

Students may seek advice on any of the above issues from their Head of Year/Boarding/Division. There are also external sources of support which staff can share with students and which students may wish to explore and/or discuss with staff.