



## EQUAL OPPORTUNITIES POLICY

### Solefield School

Promoting equal opportunities is fundamental to the aims and ethos of Solefield School. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our boys for today's world. We concentrate on educating the individual in order to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Solefield School is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, cultural or social background. We are a non-selective school and we believe that the educational experience can only be enriched if boys are exposed to as wide a range of cultural experiences as possible whilst they are developing.

We also welcome applications from boys with special needs and disabilities, and refer parents to our policies covering Special Education Needs (SEN) and Teaching and Learning. This policy applies to the whole school including the Early Years Foundation Stage, and is written with regard to The Equality Act 2010.

Generous 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.

#### CODE OF CONDUCT

The Headmaster, the Senior Management Team, the teaching staff and the office staff play an active role in monitoring the implementation of Solefield School's policy on equal opportunities. Use is made of assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the Solefield school community
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage boys to recognise the contributions made by different cultures. Bias should be recognised.
- Understand why and how we will deal with offensive language and behaviour.

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

Solefield School monitors its equal opportunities policy regularly. As part of that process, we invite all parents to complete an ethnic monitoring form. When completed the data is logged onto a computer spreadsheet and is kept confidential. We hope that all parents will feel able to participate in the ethnic monitoring scheme.

## ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the academic demands of Solefield School, it is preferable for boys to be fluent English speakers. However, this is not essential and tuition in English as an Additional Language (EAL) can be arranged at the parents' expense.

## REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although Solefield School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome boys of all faiths and offer the opportunity for Jews, Hindus, Muslims etc to practise their own faiths. However, parents should be aware that all boys at Solefield School are required to wear school uniform. The Headmaster will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The Headmaster may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

## COMPLAINTS

We hope that you do not have any complaints about the operation of our equal opportunities policy, but a copy of the School's complaints procedure is available on the school website or can be sent to you on request.

Dougal Philps  
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