

## **BROCKWOOD PARK SCHOOL**

### **EQUALITY AND DIVERSITY POLICY (STUDENTS)**

|                         |                                            |
|-------------------------|--------------------------------------------|
| Last Review Date        | 25 Aug 2026                                |
| Policy endorsed by      | The Trustees & School Management Committee |
| Policy is maintained by | School Management Committee                |
| Next review date        | August 2027                                |
| Review body             | School Management Committee                |

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## 1. Introduction

Promoting equality and respect for difference and diversity is fundamental to the intentions and ethos of Brockwood Park School.

The school is committed to equal treatment for all students, regardless of race, sex, disability, religion or belief, pregnancy or maternity, sexual orientation and gender reassignment (protected characteristics).

## 2. Aims

The school's ethos and intentions support care and equality and promote building and nourishing harmonious relations in all areas of the school. It seeks to remove any barriers to access, participation, progression, attainment and achievement. In line with the *Equality Act 2010*, the school aims to:

- Eliminate unlawful discrimination, harassment and victimisation on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the school community
- Foster good relations through promoting understanding and tackling prejudice

Reflecting the National Minimum Standards for boarding schools, the school also has regard to a student's cultural or linguistic background, special educational needs, and academic or sporting ability, so that care and provision are sensitive to differences beyond those the law defines as protected characteristics.

All members of the school community are expected to make provisions to support and promote respect for difference and diversity in the community and ensure full compliance with this policy.

All parents are expected to support the aims of this policy and the school's ethos of understanding, tolerance and respect.

## 3. Admission

The school treats every application for admission fairly and equally, irrespective of a prospective student's protected characteristics, and admits students according to the school's ability to meet their needs following consideration of reasonable adjustments. The school's *Admissions Policy* sets out the admissions process, including the information parents must provide, and the school's *SEND Policy* sets out how special educational needs and disability are considered.

## 4. Educational services

The school affords all students 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). The school will not discriminate against a student on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

The school will:

- Ensure that students with English as an Additional Language (EAL) and students with Special Educational Needs and Disabilities (SEND), including those with an Education, Health and Care Plan (EHCP), receive the educational and welfare support they need
- Challenge inappropriate discriminatory behaviour by students and staff, in accordance with the Behaviour of Students Policy and Anti-Bullying Policy
- Offer all students access to all areas of the curriculum, and to the full range of extra-curricular activities, as appropriate to their age
- Promote understanding of, and respect for, difference through the curriculum, particularly PSHE; see the PSHE and RSE Policy

The school recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment, victimisation and bullying in all their forms are unacceptable and will be dealt with in accordance with the school's *Behaviour of Students Policy* and *Anti-Bullying Policy*.

## 5. Religious belief

The school is inclusive and welcomes and respects the rights and freedoms of individuals from different 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.

The Trustees and the School Management Committee actively promote the fundamental human values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

## 6. Gender reassignment and gender-questioning students

Gender reassignment is a protected characteristic under the Equality Act 2010, and the school does not discriminate against a student on that ground. Where a student is questioning their gender, the school has regard to the statutory safeguarding guidance *Keeping Children Safe in Education*, which requires any request for support with social transition, and any related

decision about facilities or participation in sport, to be considered carefully, in the best interests of the student and of other students, and in accordance with the school's safeguarding duties and its duties under the Equality Act 2010 and the Human Rights Act 1998. The school's Safeguarding and Child Protection Policy and Pastoral Care and Boarding Policy set out how such requests are handled.

## 7. Reasonable adjustments for students with SEN and disabilities

The school recognises its ongoing duty under the Equality Act 2010 to make reasonable adjustments for students with special educational needs or a disability, so that they are not put at a substantial disadvantage compared with other students.

The school's *SEND Policy* sets out how this duty is applied in practice.

The school's *3-Year Accessibility Plan*, available on the [school website](#), sets out how the school is improving curriculum access, the physical environment, and the accessibility of information for disabled students.

## 8. Monitoring and review

The School Management Committee regularly monitors and reviews the effectiveness of this policy and reports to the Trustees on the policy's effectiveness in practice. A formal review of the policy happens at least annually.

## 9. Breach of this policy

Students who are in breach of this policy may be sanctioned in accordance with the school's *Behaviour of Students Policy*.