**Equal Opportunities Policy**

Promoting equal opportunities is fundamental to the aims and ethos of Papplewick. We welcome 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.

Papplewick School is committed to equal treatment for all, regardless of an individual’s race, ethnicity, religion, sexual orientation, disability (see accessibility plan), learning difficulty, body image or social background. We believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing. We also welcome applications from pupils with special needs and disabilities.

Scholarships and bursaries may be 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 scholarships/bursaries can be found on our web site).

Within our boarding community, we ensure that there is no discrimination against our boarders, paying particular regard to the protected characteristics set out in the Equality Act 2010 or because of their cultural background, linguistic background, special educational need, or academic or sporting ability. These factors are taken into account in the care of boarders, so that care is sensitive to different needs. (For clarification, the protected characteristics relevant to our pupils include: age, disability, race, religion or belief, sexual orientation).

Code of Conduct

The Headmaster, the Senior Management Team, pastoral staff and the medical staff play an active role in monitoring the implementation of Papplewick’s policy on equal opportunities. Use is made of Assemblies, PSHE, Divinity, Drama, English and other lessons 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. Bias should be recognised.
* Understand why and how we will deal with offensive language and behaviour.
* Understand why and how we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination.

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.

English as an additional language

Tuition in English as an Additional Language (EAL) can be arranged at the parent’s expense in order to help pupils benefit from the academic and social demands of Papplewick.

Simon Burrows April 2017