



Equal Opportunities Policy

Millfield is a co-educational, boarding and day school for pupils aged 2 – 18. It is pleased to welcome pupils from many different nationalities, cultural and social backgrounds.

Our Mission

- To support and nurture individual pupils with diverse needs to develop confidence and resilience through a wide range of opportunities
- To serve our pupils by establishing a dynamic, international learning community based on diligence, mutual respect and understanding
- To achieve these goals by drawing on the richness of the school environment and its people, the broader Millfield community and by encouraging each pupil to achieve their highest standards in all aspects of life

We are committed to a positive policy of promoting equal opportunities for all pupils and members of staff and this refers to the Senior School, Preparatory School, Pre-Preparatory School and EYFS.

Our behaviour policy states that we wish to promote:

- respect and consideration for others (pupils, staff and the wider community)
- the right to live and learn in an ordered and ethical community
- the welfare of all people in our community

We aim to:

- Ensure that pupils and staff recognise that discrimination on the basis of race including colour, nationality, ethnic or national origin, religion, belief, being married or in a civil partnership, being pregnant or having a child, age, sex, sexual orientation, gender reassignment or disability is not acceptable.
- Provide a happy and caring environment in which all pupils and staff feel safe enough to express and question views. To work towards the elimination of discrimination and harassment by promoting positive attitudes to encourage respect and appreciation of each person as an individual.
- Ensure that all pupils and staff feel valued and supported.
- Ensure that the principles and practice of equal opportunities apply to all members of the school community: pupils; teaching and non-teaching staff; parents; governors and visitors.
- Educate, develop and prepare all our pupils for life whatever their gender, colour, origin, culture, religion or ability.
- Develop pupils' education and care in relation to their needs and abilities.

Admissions

Our Admissions Policy reflects the school's approach towards equal opportunities. Our Admissions Policy reflects our commitment to a positive policy of promoting equal opportunities for all in

welcoming pupils from a diverse range of backgrounds regardless of a candidate's race, ethnicity, religion, sexual orientation, disability or social background. See admissions policy for full details.

Discrimination

All forms of discrimination by any person within the school's responsibility will be treated seriously, as such behaviour is unacceptable. Racist or other discriminatory symbols, badges and insignia on clothing and equipment are forbidden in school. Staff are asked to be aware of possible cultural assumptions and bias within their own attitudes and behaviour. Lessons should be planned with care to avoid bias (whether explicit or implicit). Departments must consider possible discrimination in planning schemes of work and will pay special attention to topics which are likely to be sensitive.

Disability

Millfield welcomes all children who can make the most of the opportunities offered and can flourish in its caring environment and access an academic curriculum. We are firmly committed to inclusivity and to giving every pupil the best possible opportunities. Treating every pupil as an individual is central to our mission. We welcome pupils with special educational needs or with physical disabilities and will comply with our legal and moral responsibilities. We are only able to admit those for whom the school's resources, reasonably adjusted where appropriate, would provide the opportunity for academic success and educational fulfilment. For details see the Accessibility Policy and Plan and the Additional Educational Needs Policy.

Culture and Race

Millfield is proud of the fact that pupils and staff come from diverse backgrounds; we endeavour to foster an atmosphere of mutual respect in order to help to promote a school and a society in which there is social, religious and racial harmony:

- We will take positive action to enable every individual to raise his/her self-esteem, expectations and achievement.
- We will consider relaxing our usual rules on dress to allow special forms of dress where these are an essential part of a religious or cultural background.
- We value the contribution of our multicultural community and seek to express this in the life of the school.
- We seek to counter negative, patronising and stereotyped views.
- We will not tolerate racist behaviour.

Gender

We encourage staff and pupils to avoid stereotyping. We will not accept bullying or discrimination on the basis of sexual orientation. We are committed to providing a curriculum which gives equality of access for boys and girls.

Religion

We acknowledge that members of the school come from diverse backgrounds: some have no religious faith; others are committed to a greater or lesser extent to a variety of religions. We seek

to promote an ethos of tolerance based on understanding of, and respect for, the beliefs and practices of others. The Chaplaincy is dedicated for multi-faith use, the Chaplain gives active support to all faith groups within the school.

With regard to the teaching of Religious Education we consider that the role of the teacher is that of educator and not that of evangelist. We do not seek to make pupils religious, but to teach them about religion.

Resources

All materials published by and in use in Millfield will be monitored for discriminatory content by the marketing department.

Staff Appointments

A recruitment policy is in place which aims to produce an appointment process without any direct or indirect discrimination. In all staff appointments the best candidate will be appointed based on professional criteria and the requirements of the job description/person specification. The principles of equal treatment guide the way we induct, train, promote and generally manage all our employees.

Awareness of Policy

Staff, parents and pupils will be made aware of the school's commitment to equal opportunities and that the school has an equal opportunities policy. This will be made clear to staff and new pupils at their induction into the school. The Personal, Social and Health Education programme and staff development training will support our commitment to equal treatment for all.

Process

All cases of discrimination or prejudice are taken seriously and dealt with, as appropriate, according to existing sanction procedures (as set out in the anti-bullying policy for example). Any member of the school (staff or pupil) acting in a manner contrary to the letter or spirit of this policy will be made aware of the unacceptable nature of his/her behaviour.

If the behaviour is regarded as pre-meditated, severe or regular pupils/staff will be subject to disciplinary procedures. In extreme circumstances suspension/dismissal will be considered. In other cases pupils will be seen by their Head of Year and/or Houseparent and staff will be spoken to by their Head of Department or a senior member of staff. Their conversations will aim to encourage change in a supportive manner and reinforce the principles of this policy.

Complaints

If a pupil considers that they have been subjected to discrimination which is in conflict with the policy, they, their parent, or guardian should follow our complaints procedure, a copy of which will be available on request. This will involve an initial 'informal' resolution approach (usually through Houseparent or Head of Year); if the difficulty is not resolved, a formal complaint in writing to a

senior member of staff, usually the Head or Deputy Head, would be a next step. Any member of staff who considers that they have been subjected to discrimination which is in conflict with the policy should register a complaint in accordance with the relevant Grievance Procedure. All reported breaches of this policy will be recorded and this record will be reviewed annually by the Bursar.

Monitoring and Review

All staff, and especially those with management responsibility, have an obligation to ensure that the policy is both known and implemented throughout the school.

The School monitors applicants' gender, race, disability and religious belief as part of the Admissions procedure, this helps to ensure and encourage diversity in the School. We also maintain records of this data in an anonymised format solely for the purposes stated in this policy, Under no circumstance would we link our monitoring data with our pupil records.

The Bursar is responsible for the on-going monitoring and regular analysis of the data and will ensure steps are taken to eliminate unlawful direct and indirect discrimination where necessary. The Bursar is also responsible for evaluating whether the aims of this Policy are carried out throughout all areas of the School and taking appropriate action where necessary. This policy is reviewed annually by the Bursar with the Executive Group in order to ensure its effectiveness. Recommendations for any amendments are reported to the Board of Governors.

MKS

Reviewed April 2015

Review Sept 2015

Next Review Sept 2016