Date: May 2024
Review Date: August 2026
Responsibility: Deputy Headteacher Pastoral

EQUAL OPPORTUNITIES POLICY – PUPILS

Promoting equal opportunities is fundamental to the aims and ethos of Epsom College in Malaysia ("the College").

The College is committed to equal treatment for all pupils, regardless of their race, gender, disability, religion or belief (or lack of) or special educational needs ("individual characteristics").

Aims

The aims of this Policy and the College's ethos as a whole are to:

- eliminate unlawful discrimination of any of the individual characteristics; and
- promote equality of opportunity for all members of the College community.

All members of the College community are expected to comply with this Policy.

All parents are expected to support the aims of this Policy and the College's ethos of tolerance and respect.

Admission

The College treats every application for admission in a fair and equal way in accordance with this Policy and the College's Admission Policy. Each application will be considered on its merits in accordance with the College's selection criteria based on an applicant's ability and aptitude. The College accepts applications from, and admits, all prospective pupils irrespective of their individual characteristics.

Parents must inform the College when submitting the Registration Form of any special circumstances relating to their child which may affect their child's performance in the admissions process and/or ability to fully participate in the education provided by the College. However, the College, at its sole and absolute discretion, will not offer a place to a child if, after reasonable adjustments have been considered, the College cannot adequately cater for or meet that child's needs.

Bursaries are means tested awards offered to those who meet the College's admission criteria but may otherwise be unable to attend the College due to financial hardship. Details of our provision for bursaries can be obtained from the Admissions Department or Bursar's Office.

Services

The College affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any individual characteristics (subject to our reasonable adjustments duty and considerations of safety and welfare). The College will not discriminate against a pupil on the grounds of any individual characteristic by excluding them or subjecting them to any other detriment.

The College will:

- Treat all members of the College community with respect and dignity and seek to provide a positive working and learning environment free from discrimination;
- Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any individual characteristics;
- Monitor the admission and progress of pupils from different backgrounds;
- Challenge inappropriate discriminatory behaviour by pupils and staff;
- Offer all pupils access to all areas of the curriculum and a full range of extra-curricular activities;
- Work with parents and external agencies where appropriate to combat and prevent discrimination in College;
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices;
- Use the curriculum, assemblies and PSHE to:
    - promote tolerance of and respect for each other, paying particular regard to the individual characteristics or cultures; and
    - promote positive images and role models to avoid prejudice and raise awareness of related issues.

The College recognises that discrimination may be direct, indirect or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the College's Behaviour and Anti-Bullying policies.

Religious Belief

The College is inclusive and welcomes and respects the rights and freedoms of individuals from all 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 College community.

The governing body, through the Executive and Senior Leadership Team, actively promotes the fundamental values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

Requests for variation in the College uniform

All pupils are required to wear a uniform until the end of Year 11, and a strict "business dress" code operates for Years 12 and 13. Any requests for variations in the uniform will be decided on a case to case basis and at the sole and absolute discretion of the College.

Reasonable adjustments for pupils with disability

The College has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer substantial disadvantages in comparison with other pupils.

Where the College is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the College is able to make to avoid their child being put at a substantial disadvantage. The College will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to the College. Further information on the College's reasonable adjustments duty can be found in the college's Special Educational Needs and Disability Equality Policy.

The College has a Disability Equality Policy in place which can be found on the College website and a hard copy can be made available upon request via the Bursar's office. This sets out the College's plan to increase the extent to which disabled pupils can participate in the College's curriculum, improve the physical environment of the College for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the College; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

Monitoring and review

The Headmaster regularly monitors and reviews the effectiveness of this Policy and reports to the governors on the Policy's effectiveness in practice.

Breach of this Policy

Pupils who are in breach of this Policy may be sanctioned in accordance with the College's Behaviour Policy.