

September 2023



The New Beacon

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# 17a Equal Opportunities Policy (EDI)

The New Beacon  
Brittains Lane  
Sevenoaks  
Kent TN13 2PB

## THE NEW BEACON EQUAL OPPORTUNITIES POLICY

A Legal Requirement & an ISI Reporting Standard,  
An OFSTED Reporting Standard for Boarding Schools

### References:

- A. Education and Inspections Act 2006
- B. 'Equal Opportunities Policy for Staff', Section C of the ISBA Staff Handbook, prepared by Rickerbys Solicitors (chapter heading 'Employment Policies and Procedures')
- C. The Education (Independent School Standards) (England) Regulations 2010
- D. The Equality Act 2010
- E. 'Age Discrimination: Information Pack for Schools' by Farrer & Co, an ISBA model document of December 2011
- F. DfE: The Independent School Standards, Guidance for Independent Schools April 2019
- G. 'Employment Law': Chapter J of the Bursar's Guide written by Farrer & Co

Promoting equal opportunities is fundamental to the aims and ethos of The New Beacon 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 pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual (pupil or member of staff) feels valued and can flourish.

The New Beacon School is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, gender, sexual orientation, disability, 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. The school actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and acceptance of those of different faith and belief.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Special Education Needs (SEN) and Learning Difficulties, and Disability Policy.

### CODE OF CONDUCT

The Head, the Senior Management Team and the Governors play an active role in monitoring the implementation of The New Beacon School's policy on equal opportunities. Use is made of assemblies, CPSHE, form periods, Religious Studies, Drama, English and other lessons to:

- Promote acceptance of each other and respect for each other's position within The New Beacon 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 with a recognition of bias;

- Understand why and how we will deal with offensive language and behaviour;
- Understand why 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 acceptance, tolerance and respect.

### MONITORING

The New Beacon School monitors its equal opportunities policy regularly and reports annually to the Governors on all matters relating to pastoral care, safeguarding child protection.

### ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the high academic and social demands of The New Beacon, pupils should, ideally, be fluent English speakers though EAL support is available where deemed necessary.

### REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although The New Beacon School has Christian roots, we do not select for entry on the basis of religious belief, and we certainly welcome pupils of all faiths. However, parents should be aware that all pupils at The New Beacon School are required to wear a uniform from Nursery to Year 8. The Head 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.

This may also include hairstyles such as (but not limited to): head coverings, including religious based head coverings and African heritage head wraps, braids, locks, twists, cornrows, plaits, skin fades and natural Afro hairstyles which are worn by pupils on racial, cultural or religious grounds. The Head may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request. Similarly, if parents wish for their son not to take part in chapel services and assemblies which might be of a Christian nature, the matter is discussed between parents and the Head. Allowance is made for school absence so that those of other faiths can carry out their own religious observations (eg Jewish holy days or Muslim prayers).

### COMPLAINTS

A copy of the School's Complaint Policy can be found on the school website or by contacting the school office.

Sarah Brownsdon  
September 2023  
Review: September 2024