

# **EQUALITY AND DIVERSITY AND PROVISION FOR PUPILS WITH PARTICULAR RELIGIOUS, DIETARY LANGUAGE OR CULTURAL NEEDS POLICY INCLUDING EYFS AND U2s**

## **Statement of intent**

Barnardiston Hall is committed to providing equality of opportunity and anti-discriminatory practice for all children, their carers and families.

## **Aim**

We aim to:

- Provide a secure environment in which all our children can flourish and in which all contributions are valid;
- Include and value the contribution of all carers / families to our understanding of equality and diversity;
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities;
- Improve our knowledge and understanding of issues of equality and diversity and make inclusion a thread which runs through all the activities in the School

The legal framework for this policy is:

- The Equality Act 2010
- Children Act 2004
- The Children and Families Act 2014

## **Methods**

### **Admissions**

See separate policy.

- We advertise our school in the local area and further afield.
- We provide information in clear, concise language, whether in spoken or written form.
- We will endeavour to provide information in other formats or in another language if needed.
- We base our Admissions Policies on a fair system which is based on the needs of the child applying and of those already in our community.
- We do not discriminate against a child with a disability or refuse a child entry to the School because of any disability.
- We ensure that Parents, Social Workers, families and carers are made aware of our Equal Opportunities Policy.

- We develop action plans to ensure that people with disabilities can participate successfully in the services offered by the School.

## **Employment**

- Posts are advertised and all applicants are judged against explicit and fair criteria. Please see our Safer Recruitment Policy for full information.
- The applicant who best meets the criteria is offered the post, subject to the receipt of satisfactory, verified references, Enhanced DBS and Prohibition Checks. This ensures fairness in the selection process.

All job descriptions from the date of this policy will include a statement which specifically requires a commitment to equality and diversity as part of their specifications.

- We monitor our application process to ensure that it is fair and accessible.

## **Training**

- We seek out training opportunities for staff to enable them to develop practices which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality and diversity.

## **Activities**

The School's ethos and activities encourage children to develop positive attitudes to people who are different from themselves. We will work to encourage children to empathise with others.

### **We do this by:**

- Making children feel valued and good about themselves;
- Ensuring that children have equality of access to learning;
- Reflecting the widest possible range of communities in the choice of resources;
- Avoiding stereotypes or derogatory images in the selection of materials;
- Celebrating a wide range of Festivals;
- Creating an environment of mutual respect and tolerance;
- Helping children to understand that discriminatory behaviour and remarks are unacceptable;
- Ensuring that the activities offered are inclusive of children with special educational needs and children with disabilities;
- Ensuring that children whose first language is not English have full access to the activities and are supported in their learning and play.

## **Valuing Diversity in Families**

- We welcome the diversity of family life and work with all families, carers and social workers.
- We encourage parents/carers /social workers to take part in the life of the School and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offer.

## **Food**

- We work in partnership with children, families, carers and, where appropriate, dieticians, to ensure that the medical, cultural and dietary needs of children are met.
- We help children to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.

## **Meetings**

- Meetings are arranged to ensure that all families, carers and social workers can contribute their views to the life of the School.
- Information about meetings is communicated in a variety of ways - written, verbal and in translation (if required) to ensure that all parents, carers and social workers have information about access to the meetings.

The Admissions Policy of Barnardiston Hall is that the School has ‘no discrimination in regard of gender, disability, race, religion, cultural background, linguistic background, sexual orientation or academic or sporting ability’. We are also mindful of Standards 8 and 16 of the National Minimum Standards for Boarding Schools concerning both the provision and preparation of food and drink and equal opportunities.

This is evidenced by the following:

- Barnardiston Hall welcomes girls and boys in approximately equal numbers. The School is non-selective and accepts children who it believes will benefit from the type of education and extra-curricular activities that it provides regardless of academic, sporting or other ability.
- Barnardiston Hall welcomes children with disabilities and has currently, and in the past, accommodated children with:
  - Acute renal failure
  - Cerebral Palsy
  - Diabetes
  - Epilepsy
  - Autism
  - Cystic Fibrosis
  - Severe nut allergy
  - GP6 Deficiency
  - Asthma
  - Cancer
  - Dairy Allergy

Adaptations are made to the School menus, to classrooms and classroom equipment and to the curriculum where possible to ensure that children with disabilities are able, as much as possible, to participate fully in the life of the School.

- Barnardiston Hall welcomes children of all religious and non-religious persuasions and the Headmaster is available to speak to parents should they have any concerns regarding our Religious Studies lessons.
- Cultural background. Barnardiston Hall is delighted to welcome many international students each year and we embrace the cultural diversity that they bring. We frequently have students from Spain, France, Thailand, Bulgaria, Russia, China and Hong Kong in the School. We explore and discuss the beliefs of other religions in our Religious Studies lessons and celebrate festivals such as Chinese New Year and Diwali as appropriate.
- We welcome international students who are both bi-lingual as well as those for whom English is very much a 'second language'. Our specialist EAL teachers provide support for children with little English and they are able to be taught in The Bridge until such time as they are able to access the curriculum. However, we are able to integrate non-English speaking students immediately into lessons such as IT, sport, music, drama and art to ensure that they quickly settle into the general life of the School.

Reviewed May 2019