

## Equal Opportunities Policy

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Promoting equal opportunities is fundamental to the aims and ethos of Milton Keynes Preparatory 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 feels valued and can flourish.

Milton Keynes Preparatory School is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. We are a[n academically] selective school and 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, and refer parents to our policies covering Special Education Needs (SEN) and Learning Difficulties, and Disability Policy.

Generous bursaries are 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 provision for bursaries can be found on our web site or obtained from the Bursar's office).

### CODE OF CONDUCT

The Headmistress and the Senior Management Team, play an active role in monitoring the implementation of the school's policy on equal opportunities. Use is made of Assemblies, PSHE, RE, 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 we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination training. Teaching and medical staff attend regular INSET sessions on the subject.

A successful equal opportunities policy requires strong and positive support from parent and guardians, and full acceptance of the school's ethos of tolerance and respect.

### MONITORING

Milton Keynes Preparatory School monitors its equal opportunities policy regularly and reports to the Governors annually in order to ensure its effectiveness. As part of that process, we invite all parents who accept places at the school for their child to complete an ethnic monitoring form. [The form uses the same ethnic categories as the Government uses in the national census]. When the completed forms arrive at the school, they are separated from any other material that might identify the individual child. The data is logged onto a computer spreadsheet.

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Under no circumstances would we link our ethnic monitoring data with our pupil records.

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

### **ENGLISH AS AN ADDITIONAL LANGUAGE**

Please refer to our separate policy: Policy for English as an Additional Language.

### **REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM**

Although Milton Keynes Preparatory School accepts children of all faiths, parents should be aware that children over 2½ years are required to wear the school uniform. Variations to uniform are not acceptable. Headwear, other than that specified as uniform, may not be worn. Requests for variations on religious grounds may be discussed with the Headmistress, who will discuss the matter with the parents and may also take expert advice. Any agreed variation must be consistent with the school's Health and Safety Policy.

### **COMPLAINTS**

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy; but copies of the School's complaints procedure can be sent to you on request.