

## **Equality of Opportunities Policy (pupils)**

### **Collège Français Bilingue de Londres (The "School")**

#### **Introduction**

Schools have a legal duty to uphold the law on equal opportunities for pupils.

Schools therefore need to have rigorous policies and procedures in place that are regularly reviewed by governors and management.

CFBL does not tolerate any form of discrimination or bullying based on the sex, race, religion, age, disability, or sexual preferences of an individual. All complaints of discrimination or bullying in whatever form will be treated with the utmost seriousness and investigated thoroughly.

The school is committed to ensuring equality of opportunity in line with the Equality Act 2010.

The School expects all members of the School (whether adults or children) to come to school in a safe and welcoming environment where they are able to achieve success irrespective of their nationality or ethnic background.

#### **Discrimination**

The main types of unlawful discrimination cover acts of direct and indirect discrimination on grounds of race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. Age discrimination law does not apply to pupils.

#### **Code of conduct**

The school management, teachers, *vie scolaire* staff, and support staff play an active role in monitoring the implementation of the School's policy on equal opportunities. Use is made of *vie scolaire* assemblies and lessons to:

- Actively promote tolerance of and respect for each other, paying particular regard to the Protected characteristics set out in the Equality Act of 2010.
- 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.
- Understand why and how we will deal with offensive language and behaviour.

- Understand why we will deal with any incidents de nature offensive promptly and in a sensitive manner by applying school policies (anti-bullying, discipline and complaints)

Harassment in all its forms is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination training.

A successful equal opportunities policy requires strong and positive support from parent and guardians.

## **Monitoring**

School management monitors its equal opportunities policy regularly and reports to the Board of trustees annually in order to ensure its effectiveness.

## **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 and are available on the school website.

### RELATED POLICIES

- Admissions policy
- Behaviour policy
- Disability Inclusion, Special Education Needs (SEN) and Learning Difficulties Policy
- Discipline and Exclusions policy
- Equal Opportunities for Staff policy
- Anti-bullying policy
- Pupil sanctions Record
- Complaints Procedure