

AMDG



Donhead Preparatory School

Equal Opportunities Policy for Pupils

At Donhead, we are committed to giving all pupils every opportunity to achieve personally, socially, physically and academically. We do this by taking into account pupils' varied experiences, needs and backgrounds. We value all pupils as individuals and offer a broad and balanced curriculum that gives each child the opportunity to achieve their potential. Donhead promotes equality of opportunity and does not unlawfully discriminate against, harass or victimise pupils, prospective pupils or former pupils on the basis of protected characteristics under the Equality Act 2010, including disability, race, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, and age where applicable in law.

Aims

We aim to ensure that all pupils, irrespective of race, culture, religion or belief, home language, family background, disability, SEND, sex, sexual orientation, gender reassignment, attainment or ability, have the opportunity to experience a challenging, inclusive and enjoyable programme of learning and development. The School will seek to remove barriers to participation and will promote respect, inclusion and positive relationships across the school community.

Admissions

The School will treat every application in a fair, transparent and open-minded way in accordance with the Admissions Policy. Admissions arrangements, criteria and decisions will not unlawfully discriminate against applicants or their families. As a boys' preparatory school, Donhead will apply its lawful single-sex admissions arrangements while ensuring that all pupils admitted to the School are treated fairly and with dignity.

Access

In addition to admission, pupils with protected characteristics will not be unlawfully discriminated against in relation to access to the School's education, benefits, curriculum, facilities, services, clubs, trips, rewards, sanctions or other opportunities. The School will also consider reasonable adjustments for disabled pupils and will have regard to its Accessibility Plan.

Academic Ethos and Curriculum

Each child is valued as an individual and encouraged to work to their highest level of achievement. Encouragement is given verbally, in written form and through formal rewards. The broad and balanced curriculum supports access to a range of subjects and all pupils access the curriculum with equal opportunity. Teaching, pastoral care and wider school life will seek to challenge stereotypes, promote mutual respect and support pupils to understand and value diversity in an age-appropriate way. Discriminatory language, bullying or behaviour will be addressed in line with the School's Behaviour, Anti-Bullying, Pastoral Care and Child Protection and Safeguarding policies.

SEND

Donhead will make appropriate provision for pupils with SEND and will identify, assess and support pupils' needs through ongoing assessment, communication with parents and, where appropriate, advice from external professionals. The School recognises that some pupils with SEND may also be disabled under the Equality Act 2010 and will consider reasonable adjustments, including auxiliary aids and services where reasonable, so that disabled pupils are not placed at a substantial disadvantage. Provision will be made in line with the SEND Policy, Accessibility Plan, EAL Policy and More Able provision.

Religious Observance

The School provides assemblies and opportunities for prayer, reflection and formation which bring together the whole community to reflect on moral, spiritual and ethical issues within Donhead's Catholic and Jesuit ethos. The School respects that pupils from different faith backgrounds may, on occasion, request absence for religious observance. Such requests will be considered reasonably and in accordance with the Attendance Policy, safeguarding expectations and the School's wider legal duties. The School promotes the fundamental British values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs.

Disability and access for people with disabilities

The School has an ongoing and anticipatory duty to make reasonable adjustments for disabled pupils where a provision, criterion, practice or lack of reasonable auxiliary aid or service would place them at a substantial disadvantage compared with pupils who are not disabled. Reasonable adjustments will be considered in relation to admissions, education, access to benefits, facilities and services, participation in school life and the provision of information. The School will keep accessibility under review through its Accessibility Plan and will work with parents, pupils, staff and relevant professionals where appropriate.

Dietary Requirements

The School employs an internal catering company which provides a nutritious and balanced diet with choice at mealtimes. Provision is made, where reasonably practicable, for pupils who have special dietary requirements arising from medical advice, allergy, disability, religion or belief. Such provision will be managed in line with the School's medical, allergy and catering procedures, with appropriate risk assessment and communication with parents. Pupil Forum meetings provide opportunities for pupils to discuss the School's food provision.

Concerns and Complaints

Any pupil, parent or member of staff who has a concern about discrimination, harassment, victimisation, bullying or unequal treatment should raise the matter promptly through the appropriate pastoral, safeguarding or complaints route. Concerns will be taken seriously, handled sensitively and addressed in line with the School's Complaints Policy, Child Protection and Safeguarding Policy, Behaviour Policy, Anti-Bullying Policy and staff procedures as applicable.

Related Policies

The School has a range of policies which support equal opportunities and inclusion. These include the Accessibility Plan, SEND Policy, Admissions Policy, Curriculum Policy, Pastoral Care Policy, More Able Policy, EAL Policy, Behaviour

Policy, Anti-Bullying Policy, Attendance Policy, Medical Needs Policy, Allergy Policy, Complaints Policy and Child Protection and Safeguarding Policy.

Updated: October 2026. Review cycle: annual. Policy owner: Headteacher. Approval: Governing Body/Trustees as required. Next review: Autumn 2027.