



ROUGEMONT SCHOOL

EQUALITY AND DIVERSITY POLICY

Promoting equality and diversity is fundamental to the aims and ethos of Rougemont 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.

Rougemont 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 an 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 obtained from the Finance Manager's office).

CODE OF CONDUCT

The Head, the Leadership and Management Team and pastoral staff play an active role in monitoring the implementation of Rougemont School's policy on equality and diversity. 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 Rougemont 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 is unlawful and unacceptable, and our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. All our

staff receive anti-discrimination training. Teaching staff attend regular INSET sessions on the subject.

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

MONITORING

Rougemont School monitors its equality and diversity policy regularly and reports to the Governors regularly in order to ensure its effectiveness. As part of that process, we invite all parents of candidates for our entrance exams, together with all parents who accept places at the school for their child to complete an anonymous ethnic monitoring form. 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 by year of both entrance examination and entry. The individual forms are then shredded.

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

In order to cope with the academic and social demands of Rougemont School, pupils must be fluent English speakers. Tuition in English as an Additional Language (EAL) can be arranged at the parents' expense.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although Rougemont School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths. However, parents should be aware that all pupils at Rougemont School are required to wear a uniform until Year 12, and that a strict "business dress" code operates for Years 12 and 13. 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. The Head may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

COMPLAINTS

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