



Devonshire House Preparatory School

# Equal Opportunities (Pupil) Policy

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|------------------|-----------------------|
| Last review date | <i>October 2025</i>   |
| Next review date | <i>October 2026</i>   |
| Lead reviewer    | <i>Charlotte Bird</i> |

## **Serving North London Families**

Devonshire House is a co-educational prep school, offering unparalleled preparation for senior school and life thereafter. Our unwavering emphasis on individual growth, within an inclusive community, balances traditional values and modern practice to inspire fearless life-long learning.

Our school values are:

- **Growth** – we reach high
- **Courage** – we learn fearlessly
- **Wonder** – we are inspired to find our spark
- **Belonging** – we care and come together
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## **Policy Statement**

Devonshire House School is committed to ensuring that no pupil experiences discrimination or disadvantage due to differences arising from:

- Gender or gender reassignment
- Disability or special educational needs
- Race, ethnicity, or cultural background
- Religion or belief
- Linguistic background
- Sexual orientation
- Academic or sporting ability
- Socio-economic status



## Devonshire House Preparatory School

This policy is written with due regard to the Equality Act 2010 and should be read in conjunction with the following policies:

- Admissions Policy
- English as an Additional Language (EAL) Policy
- Special Educational Needs and Disabilities (SEND) Policy

### **SEND Co-ordinators**

- EYFS and Lower School: Kathryn Lane
- Junior and Senior School: Charlotte Bird (Head of Learning Development)

### **Our Commitment to Pupils**

Devonshire House School promotes equal opportunities as a core part of its ethos. We aim to create a learning environment where every pupil feels safe, valued, and able to thrive. We believe that diversity enriches our school community and helps pupils develop the understanding and empathy needed to succeed in a global society.

We are academically selective, but we are committed to ensuring that all pupils - regardless of background or identity - receive the support they need to flourish.

### **Implementation and Monitoring**

Staff actively promote and monitor equal opportunities for pupils through:

- Curriculum Integration: Assemblies, PSHE, Tutor Time, Circle Time, RS, English, and other subjects are used to:
  - Promote tolerance and mutual respect
  - Highlight positive role models and challenge stereotypes
  - Encourage open-mindedness and cultural appreciation
  - Address and respond to bias and prejudice
  - Deal with offensive language and behaviour promptly and sensitively
- Behaviour and Anti-Bullying Policies: These contain clear procedures for addressing discrimination and harassment in all forms.
- Pupil Wellbeing: Staff are expected to foster a culture of inclusion and respect, and to respond sensitively and promptly to any concerns raised by pupils.

### **English as an Additional Language (EAL)**

The school does not discriminate against the admission of pupils for whom English is an additional language, where their needs can be met within our school setting. To access the curriculum and participate fully in school life, pupils must be reasonably fluent in English. Where needed, EAL tuition can be arranged to support pupils in developing their language skills.

### **Uniform and Religious Expression**

All pupils are required to wear the school uniform. However, the Head will consider written requests for variations on religious grounds, provided they align with the school's



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ethos and health and safety requirements. The Head may seek expert advice and will meet with parents to discuss such requests.