

# Equality Opportunities Education Policy

## The Japanese School in London

Authorised by Head Teacher  
Approved by The School Running Committee  
Next Review

July 2017  
July 2017  
Apr 2020

The Japanese School in London (The School) is committed to equal opportunities in education and will not unlawfully discriminate against, or treat less favourable, any pupil at, or applicant to, its school because of race, disability, sexual orientation, religion or belief (or lack thereof), gender reassignment, sexual orientation, or pregnancy or maternity ('protected characteristics'). The School will also not discriminate against, or treat less favourably, any pupil at, or applicant to, its schools because they are perceived to have one of the protected characteristics or are associated with someone who has a protected characteristic. All pupils and staff shall be encouraged to value and respect others and to challenge inappropriate attitudes, behaviour and practices.

### **Access**

Pupils with protected characteristics will not be discriminated against in relation to access to the school's benefits, facilities or services.

There are special considerations in relation to pupils with a disability and access for pupils with disabilities is dealt as below.

### **Transfers**

Continuity of education is anticipated normally throughout each year group unless in the professional judgement of the Head Teacher after due deliberation the pupil will not benefit from continuing to be educated at the school or has not attained a sufficiently high standard of work or behaviour for continuation or for entry to the next year group. Factors such as poor behaviour or lack of motivation on the part of the pupil or an irreparable breakdown of the necessary relationship of trust and confidence between the family and the school may be taken into account.

Clear procedures must be in place to keep parents informed of pupil progress in any of the above areas at the earliest opportunity, and of any targets to be met should transfer be in doubt.

### **Religious observance**

The School policy is that Religious Studies should be accessible to all pupils. However, pupils may be excused from all or part of the programme at the written request of parents.

The School will seek to make appropriate arrangements to reflect the requirements of different religious faiths with regard to acceptable variations to clothes, catering arrangements and authorised absence for religious festivals falling during term time. These may include reasonable arrangements to allow for specific acts of religious observance in school.

**Disability and access for people with disabilities**

In this policy “disability” has the meaning set out in the Equality Act 2010, that is, a physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day-to-day activities.

The School will make reasonable adjustments to address the individual needs of all pupils and prospective pupils with disabilities.

Statutory requirements regarding access for people with disabilities to buildings are going to be met and the School has a published Accessibility Strategy. Some of the existing premises are subject to listed building and other planning restrictions or cannot readily be modified.

However, the school has its own accessibility plan, which sets out a structured programme to increase access over time to its facilities, curriculum, and provision of information.

**Exclusion**

Pupils will not be excluded from the schools on the basis of a protected characteristic or because they are perceived to have a protected characteristics or are associated with someone who has a protected characteristic.

Where a pupil with a disability is facing exclusion, schools should consider whether or not the pupil’s disability has a behavioural component, and reasonable adjustments will be made to take account of the possible effect of this, alongside the impact of the pupil’s behaviour on the school community. In some circumstances, it may still be appropriate to exclude the pupil.