



ALTRINCHAM GRAMMAR SCHOOL FOR BOYS

EQUAL OPPORTUNITIES POLICY

Nominated Lead Member of Staff:	HM
Last Review Date:	2019
Next Review Date:	2021

On 5th April 2011 the public sector single equality duty came into force covering the following “protected characteristics”:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief – this includes lack of religion or belief
- Sex
- Sexual orientation

The School must also have due regard to the need to eliminate unlawful discrimination based on marriage or civil partnership status. The Equality Act 2010 replaces the previous anti-discrimination laws in a single framework. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and inequality.

Altrincham Grammar School for Boys is a public body and is subject to the Public Sector Equality Duty. This duty is an ongoing one. It ensures that we consider the needs of all individuals in their day to day work – in shaping policy, in delivering services and in relation to our own employees – and that these are kept under review. It supports good decision making and encourages us to understand how different people will be affected by our activities, so that policies and services are appropriate and accessible to all and meet different people’s needs.

Section 1

- 1.1 Equal opportunities is not about treating everybody the same. It is about meeting people's individual needs and appreciating their individual strengths and gifts. We are all different and should all be equally valued. Everything that follows within this policy is to make possible the development of a community in which the worth of each individual is recognised, as is the entitlement of all to equality of consideration and respect.
- 1.2 The school policy is sensitive to the fact that AGSB is an all-boys school containing many able pupils. Our expectation is that there is capacity to respond in a complex and sensitive manner to the issues raised within this policy amongst pupils, staff and all others involved with the school.

Section 2 - Aim

- 2.1 Our main aim is to offer education which enables all members of the school community to have the fullest opportunities to pursue their personal development and to cultivate their interests and abilities regardless of their race, colour, ethnic or national origins, gender, sex, disability or religious belief.
- 2.2 The policy offers a further expression of those general principles which are set out in the school prospectus which states that: we try to discover individual talents and to encourage imaginative appreciation: we value self-discipline and we prize integrity, tolerance and respect for others: we are a disciplined community which is at the same time friendly and supportive: we seek to promote spiritual development by offering opportunities to reflect on the human condition: in short to seek to educate "the whole person".
- 2.3 We aim to ensure that everyone at the school is afforded the basic rights of freedom and opportunity, including freedom from all forms of harassment or bullying.
- 2.4 We aim to ensure that active encouragement is given to everyone in order to enable all to develop fully their talents and academic excellence. No one person has the right to deny another person their educational opportunity.
- 2.5 All these considerations will inform the school's approach to issues of gender, race, and religious and personal belief. They will shape our approach as well to issues arising from the unequal distribution of talent and ability. We aim to ensure equal access to educational opportunities for all our pupils. As a selective school we are particularly aware that there may be those who have particular special educational needs.

Section 3 – Equality of Opportunity – Governors and Staff

- 3.1 It is the policy of the Governing Body to recruit the staff best suited to carry forward the work of this Grammar School and to make appointments purely with reference to ability, experience, attitude and character, irrespective of ethnicity or protected characteristics. The Governing Body will monitor the ensure equality of opportunity for all its staff as well as for membership of the Governing Body.
- 3.2 The School expects all staff to show respect for others in their dealing with pupils, parents, colleagues, and anyone else with whom they are brought into contact in their professional work. Positive links will be developed with the homes of pupils and the communities from which our pupils come.
- 3.3 Attendance at in-service training courses on equal opportunities will be encouraged. Opportunities will be used to raise awareness of equal opportunity issues and for staff to consider their own assumptions on these matters.
- 3.4 The equal opportunities policy and its implementation will be reviewed regularly by the Senior Management Team and the Governing Body. This policy will be reviewed regularly in order to consider amendments as appropriate.

Section 4 – Pupils

- 4.1 Pupils are valued for themselves. Within the School there is an expectation that their distinctive natures, aptitudes, abilities and backgrounds will be treated positively and with respect.
- 4.2 Pupils will be given the opportunity in the classroom to discuss and to identify and understand bias, prejudice and forms of stereotyping.
- 4.3 Pupils will be able to contribute to the development of this policy and other school policies through the School Council. Through participation in the school's extra curricular life, pupils will be given the opportunity to develop their interest and abilities. The extra curricular programme of the School will have regard to cultural diversity within the School.
- 4.4 Any pupil requiring adjustments to meet their individual needs should speak to the designated safeguard lead or a parent should speak on their behalf. We wish to avoid as far as possible by reasonable means a disadvantage that a pupil may experience by reason of their gender or disability.

- 4.5 If pupils feel that they have been abused or discriminated against, or bullied, they should report the matter immediately to a teacher/their form tutor/head of year. All pupils can expect to be listened to and have their complaints investigated. If a pupil feels that their complaint has not been properly dealt with, they may take the matter to the Head Master. Any pupil who has committed such abuse will be dealt with appropriately – in the case of either racial abuse or bullying – this may include exclusion from the School.

Section 5 – Parents and other visitors to the School

- 5.1 Parents are very important to the School and they have much to contribute to our equal opportunities policies. Their views are welcomed and valued at all times. Equally we ask for support from all parents to uphold the principles of equal opportunities.
- 5.2 The School will discuss with parents any incidents of discrimination, abuse or bullying in which their sons have been involved. Parents are asked to draw the attention of the School to any abuse from which their son may be suffering.
- 5.3 Visitors to the School should abide by the code of conduct established by the School in relations to equal opportunities. Any visitors to the School becoming aware of any incidents of discrimination, abuse or bullying should report them to a senior member of staff immediately.

Section 6 – Implementation and Review

- 6.1 The Governing Body and the Head Master will ensure that the school complies with legislation bearing upon the issues of equality of opportunity. They will also ensure that provisions set out in their policy are implemented.
- 6.2 The Head Master will ensure that all staff are familiar with their responsibilities under this policy. He will, from time to time, ensure that staff development time is used to raise awareness and to discuss these issues.
- 6.3 A senior member of staff will have designated responsibility for co-ordinating the school's response to issues relating to equal opportunities and race. He or she will receive notice of all such incidents in the school and record them in the Equal Opportunities book.
- 6.4 Information will be collected about pupil's performance and progress in all areas of school activity, so that trends that could have an adverse impact upon pupil's attainment may be analysed and addressed. Such information will include:

- Admissions to the school and assessment and setting by ability
- Curriculum choices at Key Stage 4 and Sixth Form
- Pupil behaviour, discipline, punishment and reward.
- Exclusion
- Discrimination and bullying
- Parental involvement

6.5 This policy will be regularly monitored and periodically reviewed by the senior management team and the issue of equal opportunities will regularly be an agenda item at a meeting of the Governing Body. The revision of the policy will be ongoing, ensuring the involvement and commitment of the whole school community.