

17a: Equal Opportunities		Implementation Date	September 2017	
Author		Reviewer	Head	

PURPOSE

To describe the policy for and the School's ethos as a whole is to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the School community
- Comply with the School's equality duties contained in the Equality Act 2010.

SCOPE

All members of the School community are expected to comply with this policy.

All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

RESPONSIBILITIES

Role	Responsibility
Head of School	Identifying and establishing documentation requirement.
Author	Implementing, reviewing and maintaining document control.
Staff	Ensuring the most up to date procedure is followed and report any changers required.

INTRODUCTION

Promoting equal opportunities is fundamental to the aims and ethos of Thetford Grammar School ('the School'). The School is committed to equal treatment for all pupils, regardless of any of the protected characteristics under the Equality Act 2010.

POLICY

Admission

The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy. Each application will be considered on its merits in

accordance with the School's selection criteria. The School accepts applications from, and admits, all prospective pupils irrespective of any special educational needs ('SEN') and any "protected characteristic" under the Equality Act such as gender, disability, gender reassignment, pregnancy and maternity, race, religion or belief (or lack of religion or belief).

Parents must inform the School when submitting the Registration Form of any special circumstances relating to their child which may affect their child's performance in the admissions process and/or ability to fully participate in the education provided by the School. The School will not offer a place to a child with disabilities if, after reasonable adjustments have been considered, the School cannot adequately cater for or meet their needs.

Bursaries are means tested awards offered to those who meet the School's admission criteria but may otherwise be unable to attend the School due to financial hardship. Details of our provision for bursaries can be found on our website and the School's Admissions Policy

Educational Services

The School affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). The School will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment

The School will:

- Treat all members of the School community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
- Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- Ensure that pupils with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support
- Monitor the admission and progress of pupils from different backgrounds
- Challenge inappropriate discriminatory behaviour by pupils and staff
- Offer all pupils access to all areas of the curriculum and a full range of extracurricular activities
- Work with parents and external agencies where appropriate to combat and prevent discrimination in School
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Use the curriculum, assemblies and PSHE to:
 - Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
 - Promote positive images and role models to avoid prejudice and raise awareness of related issues.

The School recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the School's Behaviour and Anti-bullying policies.

Curriculum

The Head is responsible for the implementation of the curriculum to ensure that:

- the curriculum is accessible to all pupils irrespective of any protected characteristic or special educational need
- pupils have the opportunity to explore other cultures, religions and ethnic groups nations. This will be reflected in the schemes of work of individual departments where appropriate
- teaching staff are sensitive to issues of equal opportunities in their teaching practices and use opportunities to explore equal opportunities as appropriate to their subject

The Head will also ensure the teaching of Personal Social and Health Education incorporates issues such as racism, sexism and other areas of discrimination.

Religious Belief

The School is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights and freedoms of other members of the School community. The School proprietor, through the senior leadership team, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

Requests for Variation in the School Uniform

All pupils are required to wear a uniform until Year 12, and a strict "business dress" code operates for Years 12 and 13. The Head will consider requests from parents and pupils for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with the School's policy on health and safety and it is reasonable in all the circumstances including in light of the School's obligations under the Equality Act 2010.

Reasonable Adjustments for Pupils with Disability

The School has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison with other pupils.

Where the School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the School is able to make to avoid their child

being put at a substantial disadvantage. The School will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to the School.

The School has an Accessibility Plan in place, available on our website, a hard copy of which can be made available upon request from the School Business Manager. This sets out the School's plan to increase the extent to which disabled pupils can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

Monitoring and Review

The Head regularly monitors and reviews the effectiveness of this policy and reports to the CEO annually on the policy's effectiveness in practice.

Breach of this Policy

Pupils who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Policy.

REVIEWS

Date	Summary of Changers	Author	Reviewer
September 2017	Policy Review		