

**EQUAL
OPPORTUNITIES
& RACE
EQUALITY
POLICY**



RGS



EQUAL OPPORTUNITIES & RACE EQUALITY POLICY

Newcastle upon Tyne Royal Grammar School

Equal Opportunities is about valuing differences and recognising that individuals have different needs. The importance of respecting and encouraging individuality and diversity within the community is central to the RGS Vision.

Every student and employee at the Royal Grammar School (RGS) has the right to equal opportunities irrespective of:

- Gender (this includes transgender and non-specific gender identities)
- Age
- Race
- Religion
- Political beliefs
- Differences of
 - domestic or social circumstances, such as marriage and civil partnerships
 - Pregnancy and becoming a new parent
 - disability
 - physical appearance
 - sexuality (e.g. Lesbian, Bisexual, Gay, Transgender, Questioning – LBGTQ+).

All members of the RGS community are of equal worth and everyone is entitled to be treated with equal respect, courtesy and consideration. This is not only true between student and student, but also between members of staff, and between staff and students. We aim to raise awareness and challenge any instance of unfair discrimination or prejudice. We aim actively to promote equality and the principle of school inclusion, and to assess and monitor school activities, achievements, outcomes and student participation by both race and gender.

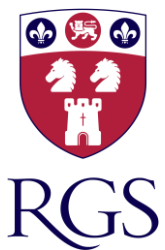
These principles of respect, equality and inclusion should be adhered to in all aspects of school life; in the classroom, in extra-curricular activities, in sport and through day-to-day interaction inside or outside school.

RGS staff will always look out for and protect the rights of students. This includes keeping them safe from inappropriate influences or risks such as that of radicalisation (following the government's Prevent and other programmes). If individuals or groups are conscious of being treated unfairly or not being adequately protected they should seek help: see the school's [SAFEGUARDING & CHILD PROTECTION POLICY](#).

The [EQUAL OPPORTUNITIES AND RACE EQUALITY POLICY](#) has regard to the Equality Act 2010. It is an ongoing and developing policy and should never be considered static or complete.

This policy should be read in conjunction with the following policies:

- THE RGS ETHOS
- PSHE POLICY
- SPECIAL EDUCATION NEEDS POLICY



- SPECIAL EDUCATION NEEDS AND DISABILITY ACT (SENDA) ACTION PLAN
 - MEDICAL POLICY
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