



## **LEICESTER GRAMMAR SCHOOL TRUST**

### **PUPIL EQUAL OPPORTUNITIES POLICY**

*This policy should be read in conjunction with the corresponding Accessibility policy, Admissions policy, Anti-Bullying policy, Attendance policy, Pupil Behaviour, Rewards and Sanctions policy, Serious Disciplinary Procedures and Policy, SEND Policy and Safeguarding policy.*

Promoting equal opportunities is fundamental to the aims and ethos of Leicester Grammar School Trust. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish. Leicester Grammar School Trust is committed to equal treatment for all, regardless of an individual's age, gender reassignment, marriage or civil partnership, pregnancy or maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. This is in line with the Equalities Act 2010.

We are an academically selective school, and we believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

Although Leicester Grammar School Trust has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and none.

We also welcome applications from pupils with special needs and disabilities and refer parents to our Special Education Needs Policy covering Special Education Needs & Disability (SEND).

As a school we support and promote the British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance toward those of different faiths and beliefs. This is in line with the Prevent Duty (2015).

#### **CODE OF CONDUCT**

The Senior Leadership Team, class teachers and the School Nurse play an active role in monitoring the implementation of the Trust's policy on equal opportunities. Use is made of assemblies, PSHE, RS, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the school community and beyond.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.

- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be acknowledged and challenged.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents promptly and in a sensitive manner.

**Harassment in all its forms is unlawful and unacceptable. Our behaviour and anti-bullying policies contain clear procedures for dealing with discrimination, intolerance and prejudice.**

A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

## **MONITORING**

Leicester Grammar School Trust monitors its equal opportunities policy regularly and reports to the Board of Trustees to ensure its effectiveness. As part of that process, we invite all parents of candidates for our entrance exams, together with all parents who accept places at the school for their child, to complete an ethnic monitoring form. The data is recorded securely on the school database and the individual monitoring forms are shredded.

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

## **ENGLISH AS AN ADDITIONAL LANGUAGE**

In order to cope with the academic and social demands of the school, pupils must be fluent English speakers. In exceptional circumstances, pupils may enter the school where English is their second language, and they are less than fluent. In these instances, they would need to develop their English speaking and writing skills through immersion in and out of the classroom and suitably differentiated work until their English develops to a level for them to cope with the demands of the curriculum.

## **COMPLAINTS**

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy but copies of the school's complaints procedure are available on the school website or directly from the school on request.

## **OTHER RELATED POLICIES**

- Accessibility
- Admissions
- Anti-bullying
- Attendance
- Pupil Behaviour, Rewards & Sanctions
- Serious Disciplinary Procedures and Policy
- Complaints Procedure
- Equal Opportunities Policy for Staff
- Special Educational Needs and Disability (SEND)

- Safeguarding