

WATFORD GRAMMAR SCHOOL FOR BOYS



EQUALITY POLICY

Purpose

This policy is required to ensure that the school complies with equality legislation. The school recognises that it has to make special efforts to ensure that all groups prosper, including: those with special educational needs; those who have difficulties in accessing the school's facilities or services; those who speak English as an additional language; those who have frequent moves and lack stability leading to time out of school (e.g. children in care); those who as children are caring for others; those who come from homes with low income and/or inadequate home study space; those who experience bullying, harassment or social exclusion; those with low parental support or different parental expectations; those with emotional, mental and physical well-being needs; who exhibit challenging behaviour; those who come from minority ethnic groups including travellers, refugees and asylum seekers; and those who are unsure of their sexuality or identify as gay, lesbian, bisexual or transgender.

Main ECM outcomes: Be healthy; Stay safe; Enjoy and achieve; Make a positive contribution

Who was consulted?

The policy was developed through consultation with all sections of the school community, and with representatives of the wider community.

Relationship to other policies

This policy relates to the race equality, health and safety, SEN, curriculum, child protection, recruitment, selection and retention of staff, sex education and pupil discipline policies.

Roles and responsibilities of Headmaster, other staff, governors

The **Headmaster** will ensure that a school culture and ethos is established, maintained and developed which:

- celebrates diversity/equality and achievement
- promotes high expectations, positive attitudes towards disabled people and those of different ethnic groups/religions
- listens to and involves pupils, parents, carers and staff
- communicates behaviour expectations
- ensures that it welcomes applications for school places and jobs from all sections of society
- ensures that incidents are reported, analysed, addressed swiftly and effectively, and reported on and that all termly returns to the LA on racial incidents and anti-bullying are accurate and submitted on time

He will also prepare an equalities plan to describe what the school will do to ensure that school policies and practice do not discriminate, directly or indirectly, against adults or pupils in the school; that the school is accessible to all; and that positive role models and a wider perspective will strengthen the School.

The **staff** will implement this policy and the equalities plan, actively modelling and leading tolerance and respect for diversity and support the monitoring of impact.

Parents and carers will be consulted on the policy regularly and be kept informed through the school prospectus and home/school agreement.

Visitors and contractors will be made aware of the policy.

The **Governing Body** will:

- incorporate equality targets into the school plan.
- designate a lead governor for equality issues.
- use its power to nominate governors to ensure its composition reflects the community it serves.
- provide equality of opportunity for every student and employee regardless of gender, age, sexual orientation, disability, religion or ethnic group.
- consider candidates for selection for appointment or promotion within the school on their merits alone.
- set an expectation that students and staff treat each other with equal respect whatever their gender, sexual orientation, disability, religion or ethnic group.

- provide support for all in developing fluency in English whilst valuing and celebrating language diversity.
- acknowledge and value differences amongst people, and provide opportunities to learn from one another.
- prepare students positively to take their place in a pluralist society.
- develop positive relations with all of the communities served by the school.
- counter the expression of prejudice in all its forms.
- provide channels through which concern over Equal Opportunities can be raised.
- have high expectations of all.
- apply the principles of best value without discrimination when purchasing goods and services
- monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans.
- review the issues arising from termly data returns submitted to the LA and consider any actions or issues arising.
- disseminate the outcomes of evaluation to the whole school community, together with a summary of the action to be taken.

The Governing Body expects all members of the school community to be committed to this policy, and that visitors will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of school life. If there is a breach of the policy, the school will take appropriate action.

Arrangements for monitoring and evaluation

The Governing Body will monitor the pattern and frequency of equality related incidents. It will receive reports from the Headmaster and staff that enable evaluation of the relevance of provision for dealing with equality related incidents – defined as any incident which is perceived by the victim or any other person to contravene this policy. Serious breaches constitute criminal offences.