

WOLVERHAMPTON GRAMMAR SCHOOL

EQUAL OPPORTUNITIES POLICY FOR PUPILS

Promoting equal opportunities is fundamental to the aims and ethos of Wolverhampton Grammar School. The School welcomes applications from candidates with as diverse a range of backgrounds as possible. This enriches the community and is vital in preparing pupils for today's world. The School concentrates on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Wolverhampton Grammar School is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. The School is academically selective: the educational experience will be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

Wolverhampton Grammar School welcomes applications from pupils with special needs and disabilities (see Special Education Needs and Disability Policy and Admissions Policy).

Generous bursaries are offered in order to enable as many as possible who meet the School's admission criteria to attend the School. Details of bursary provision can be found on the School website or obtained from the Finance Director's office.

The Head, Senior Management Team, and pastoral staff play an active role in monitoring the implementation of the School's policy on equal opportunities, ensuring the School complies with the duties contained in the Equality Act 2010. Use is made of assemblies, PSHE, form time, the ASPIRE programme, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the School community.
- 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 recognised.
- Understand why and how to deal with offensive language and behaviour.
- Understand why and how to deal with any incidents promptly and in a sensitive manner.
- 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.

Harassment in all its forms is unlawful and unacceptable; the Behavior Management and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. All staff at Wolverhampton Grammar School are reminded of this annually.

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

Although Wolverhampton Grammar School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all 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. Parents should be aware that all pupils at Wolverhampton Grammar School are required to wear a uniform until Year 12, and that a strict "business dress" code operates for Years 12 and 13. The Head will consider requests from parents for variations in the uniform for grounds that are consistent with the School's ethos and its policy on health and safety. The Head may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

Copies of the School's complaints procedure are available on request, should there be a need to express concerns regarding application of this policy.

NB: As part of wider work in the School in 2020-21, curriculum plans and schemes of work have been reviewed in the light of issues raised by the Black Lives Matter campaign. Further work on diversity, equality and inclusion will take place in the School in 2021-22 following in-depth work with an external consultant which is scheduled for the Autumn term 2021. In addition, in the light of Everyone's Invited and the abduction and murder of Sarah Everard in the Spring term 2021, the School offered additional opportunities for students to discuss their experiences and opinions on sexual consent and sexual violence and volunteered for an ISI pilot visit regarding the inspection of Relationships & Sex Education (RSE). Further work will be undertaken in 2021-22, harnessing ISI feedback and our students' perspectives.

Please also refer to the following policies:

Safeguarding Policy - website	Anti Bullying Policy - website
Complaints Policy - website	Special Educational Needs and Disabilities Policy - website
Behaviour Management Policy - website	Whistleblowing Policy - staff employment manual
PHSE Scheme of Work Senior/Junior Schools - website	Curriculum Policy Senior/Junior Schools - website

Monitoring and Evaluation of this policy

The School monitors and evaluates its equal opportunities policy and procedures through the following activities:

- Annual Directors' audit and termly review of child protection & safeguarding practice.
- SMT discussion
- Regular analysis of a range of risk assessments

- Frequent scrutiny of governing body meeting minutes
- Annual pupil bullying survey
- Annual Parent Survey
- Logs of bullying/racist behaviour/complaints are reviewed annually by SMT and Directors
- Annual review by SMT and Directors of complaints and concerns registers

ATWF
September 2021

Next Review:
September 2022