

AYLESBURY GRAMMAR SCHOOL

EQUAL OPPORTUNITIES POLICY FOR STUDENTS



Founded in 1598

Introduction

- 1.1 The School is committed to promoting equality of opportunity for all individuals. The School's core ethos is Respect & Aspire. We value the individuality of all our staff, students, governors, parents/carers, visitors, suppliers, contractors and former staff members.
- 1.2 The School is committed to eliminating discrimination, promoting equality and celebrating diversity and aims to create an environment in which all individuals are free from discrimination or harassment, and in which all decisions are based on merit. As a School we aim to reflect the diversity of our local community and society and ensure that the education we offer reduces the chances of social divisions by recognising, celebrating and valuing different backgrounds, lifestyles and identities.
- 1.3 The School does not discriminate against staff, students, governors, parents/carers, visitors, suppliers or contractors on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or nation origin, religion or belief, sex or sexual orientation (the **protected characteristics**).
- 1.4 All students should act in accordance with this policy and treat staff, students, governors, parents/carers, visitors, suppliers and contractors with dignity at all times and not to discriminate against or harass any individual.

Who is Responsible for this Policy?

- 2.1 The Governing Body has overall responsibility for the effective operation of this policy and for ensuring compliance with discrimination law. Day-to-day operational responsibility has been delegated to the Headteacher and Senior Leadership Team who are also responsible for:
 - a. Providing leadership and vision in respect of equality and diversity;
 - b. Co-ordinating the activities related to equality and diversity;
 - c. Ensuring that students are aware of their responsibilities under this policy;
 - d. Taking action in response to acts of discrimination and other equality issues; and
 - e. Considering and overcoming barriers to parents/carers involvement.
- 2.2 The School will take appropriate steps to accommodate the requirements of different religions, cultures, and domestic responsibilities.

Forms of Discrimination

- 3.1 Discrimination by or against another is generally prohibited unless there is a specific legal exemption. Discrimination may be direct or indirect and it may occur intentionally or unintentionally.

- 3.2 Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics as set out above.
- 3.3 Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same protected characteristic at a particular disadvantage.
- 3.4 Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- 3.5 Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment, or supported someone else's complaint.

Disability Discrimination

- 4.1 Students identified as having a disability or having special needs will, as far as is feasible within the resources of the School, have these needs met to enable them to have as full an access to the curriculum as possible. Reasonable adjustments will be made to enable disabled students and students with special needs to suffer no discrimination when compared with other students.
- 4.2 The School will monitor the physical features of its premises to consider whether they place disabled students at a substantial disadvantage compared to others. Where reasonable, steps will be taken to improve access for disabled students.

Curriculum Planning

- 5.1 The Senior Leadership Team need to ensure that their curriculum planning enables all students to:
- be given the opportunity to access the curriculum according to their needs and abilities;
 - realise their potential in all areas of the curriculum, irrespective of gender, cultural diversity, sexuality, disability or special needs of any kind;
 - have equal access to all elements of the curriculum;
 - provide opportunities to engage in a broad range of activities which will actively encourage informed choice at all stages of education; and
 - have equality of opportunity in terms of access and choice in all aspects of School life.

Options

- 6.1 As students develop the School will make choices about students optional subjects. While these choices remain the responsibility of the Headteacher and will take into account the abilities of each student, and the resources available to the School, they will also have due regard to the preferences of the student, and of his/her parents/carers.

Ability to pay

- 7.1 The School derives great benefit from the donations from those parents/carers who can afford to make them. However, no student will be barred from accessing the curriculum, including access to essential equipment and necessary educational visits, because his/her parents/carers cannot pay.

- 7.2 Where trips are optional and not directly related to the curriculum, the School will normally be unable to support those students financially whose parents/carers cannot make the necessary contribution.

Breaches of this Policy

- 8.1 If it is suspected that a student is being subjected to harassment or discrimination by others, action will be taken to establish whether this is the case by, for example, observation, talking to students, talking to members of staff. Where discrimination or harassment is found to have occurred action will be taken.
- 8.2 Allegations made by students regarding potential discrimination or harassment will be treated in confidence and investigated thoroughly. Where discrimination or harassment is found to have occurred action will be taken.

Monitoring and Review of the Policy

- 9.1 This policy will be reviewed annually by the Headteacher and the Senior Leadership Team and a report on progress will be submitted annually to the Governing Body.
- 9.2 The School will continue to review the effectiveness of this policy to ensure it is achieving its objectives.
- 9.3 Staff are invited to comment on this policy and suggest ways in which it might be improved by contacting the Chairman of the Governors' Community and Development sub-Committee via the Clerk to the Governing Body.