



# Highsted Grammar School

## **Equality and Diversity Policy**



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## **EQUALITY AND DIVERSITY**

### **1.1 Aims and Objectives:**

Highsted Grammar School is committed to ensuring equal opportunities for all in the school community, whatever their gender, race, disability, colour, ethnicity, religion or belief, marital status, social background or sexual orientation. No form of discrimination, intimidation, bullying or harassment will be tolerated. Respect for all and tolerance of difference are central to the ethos of this community and the school will work to ensure that equality underpins its development. In addition, 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 believe that each individual in our community should have the opportunity to achieve her (or his) full potential and should be valued by all other members of the community. If a pupil is to experience a rich educational experience, it will be necessary to enable exposure to a wide range of cultural experiences and opportunities. Our assembly programmes (including external visitors) and Education for Life curriculum places particular emphasis on ensuring such breadth of experience.

This policy is written to comply with the 2010 Equality Act. Highsted Grammar School is committed to equal treatment for all, regardless of an individual's age, race, gender, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. The policy should be read in conjunction with all other school policies.

### **1.2 Practices to Promote Equal Opportunities:**

A successful equal opportunities policy requires strong and positive support from staff, pupils, parents and guardians, and full acceptance of the school's ethos of tolerance and respect. Harassment in all its forms is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination.

Highsted Grammar School takes its responsibilities under the 2010 Equality Act extremely seriously. In the event of any breach of this policy, any member of the community should inform the Headteacher or Designated Safeguarding Lead as soon as possible so that appropriate action can be taken.

#### **1.2.1 Admissions:**

We aim to be as inclusive as possible in our admissions process and welcome applications from pupils with special needs and disabilities; we refer parents to our policy covering Special Educational Needs and Disability (SEND).

Highsted Grammar School celebrates diversity and recognises that the entire community is enriched by the various languages, customs, cultures and religious beliefs of pupils, parents and staff; all who wish to do so are encouraged to share their experiences of other languages, customs and cultures.



### **1.2.2 Meeting religious, dietary, language or cultural needs:**

Highsted Grammar School is committed to, and experienced in, meeting the requirements of pupils with particular religious, dietary, language or cultural needs. In practice this might mean that a pupil has dietary requirements which the canteen would accommodate through provision of alternative menu choices. If any pupil, parent or member of staff recognises or anticipates such a need, it should be drawn to the attention of the school, which will gather information and make or supervise arrangements as necessary. In the event that a pupil absence is necessitated by cultural or religious holidays, parents should notify the Headteacher that such absence is required in writing, as with any request for absence.

### **1.2.3 Religious Observance:**

The School welcomes children and staff from all religious backgrounds, and none, and seeks to develop in each child an awareness of the spiritual dimension of life. Admissions are equally open to pupils of any faith, and none. Collective acts of worship are largely Christian. While children learn about a variety of different religious traditions through various curricular subjects, the festivals and ceremonies celebrated are those of the Christian tradition. Parents who wish their children to be excused from participation in acts of worship, or pupils who wish to be excused, are welcome to contact the Headteacher.

### **1.2.4 Curriculum:**

In planning their delivery of the curriculum, teaching staff at Highsted Grammar School should consider how their teaching will contribute to the school's promotion of equality and diversity. It is the intention of Highsted Grammar School to ensure that, wherever possible, all activities offered and resources made available are open equally to all pupils.

### **1.2.5 SEN and Disability:**

Highsted Grammar School aims to ensure that pupils with identified learning needs and disability have equal access to every aspect of school life and to all activities offered. Teachers practise differentiation and other appropriate strategies, under the guidance of the SEND Manager, to enable all pupils to access the curriculum.

## **1.3 Monitoring Mechanisms and Future Planning:**

Highsted Grammar School will monitor its equal opportunities policy regularly and will present reports to the governors in order to ensure its effectiveness. As part of that process, we invite all parents of candidates for entrance, together with all parents who accept places at the school for their child to complete an ethnic monitoring form. (The form uses the same ethnic categories as the Government uses in the national census).

All staff working with pupils, in accordance with the school's aims and ethos, are reminded to make use of assemblies, discussions and activities in and beyond the curriculum to:

- Promote tolerance and harmony between different cultural traditions by enabling students to acquire an appreciation of and respect for their own and other cultures.
- Promote an acceptance that other people have different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour
- Promote the understanding that the freedom to choose and hold other faiths and beliefs is protected in law



- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Encourage students to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the school and to society more widely
- Ensure all pupils and staff – including lesbian, gay bisexual and trans people – are accepted without exception

Departments and Year teams monitor their practices in the areas of equal opportunities and compile examples of topics, texts and activities which have had a positive effect in promoting diversity and equal opportunities. The Senior Leadership Group will review the findings from Quality Assurance and disseminate best practice through the School.

#### **1.4 Equal Opportunities in the Workplace:**

Highsted Grammar School is committed to developing as a community in which all experience equal opportunities. The principles described here apply to staff recruitment, promotion and training.

#### **1.5 Review:**

This policy will be reviewed annually by the Senior Leadership Group.

#### **1.6 Member of Staff Responsible**

Designated Safeguarding Lead

#### **1.7 Policy Date**

July 2016

Reviewed: July 2018

Reviewed and updated: SEPTEMBER 2019

**Reviewed and updated: JANUARY 2022**