

Bradford Grammar School

Equal Opportunities Policy

This policy applies to the whole school.

Updated 09 October 2017

Bradford Grammar School prides itself on being an inclusive, tolerant and diverse community; it is firmly committed to promoting equal opportunities for all current and prospective stakeholders. It is committed to providing an environment that is free from unlawful or unfair direct or indirect discrimination on the grounds of age, race, ethnicity, gender, sexual orientation, disability or religious beliefs, or other personal characteristics, and aims to create the conditions whereby pupils and staff are treated solely on the basis of their merits and potential.

Aims and Objectives

Bradford Grammar School aims to:

- a. promote the concept of equality of opportunity throughout the whole school community;
- b. deal with incidents where there has been breach of this Policy promptly and in a sensitive manner;
- c. strive to create an environment that is free from harassment or intimidation;
- d. develop an understanding of, and promotion of, human equality and equal opportunities;
- e. promote good relations and celebrate the diversity between members of different racial, cultural and religious belief, linguistic background and communities;
- f. make provision for and monitor the particular needs of gender reassignment, sexual orientation, race, age, SEN and disability;
- g. enable pupils to take responsibility for their behaviour and relationships with others and to challenge stereotyping and prejudice whenever it occurs; and
- h. ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

Responsibilities

- The Headmaster and SLT play an active role in monitoring the implementation of the Equal Opportunities Policy, delegating responsibilities and tasks to other staff, and ensuring that the Policy is known and understood by staff, pupils and parents. They are supported in this by the Governing Body.
- The Assistant Head (Curriculum) and the Head of Clock House are responsible for ensuring equal opportunities in the curriculum.
- All staff are responsible for following the Policy and reporting any incidents involving a breach of the Policy to the Headmaster or another member of SLT. Any incidents of racist or homophobic bullying or sexual harassment amongst pupils will be taken extremely seriously and must be dealt with appropriately. The matter must be reported to the Headmaster or another member of SLT. Procedures outlined in the Anti-Bullying Policy will then be applicable.
- All staff have a legal duty not to exclude, bully or otherwise harass other staff. For allegations of bullying and harassment, staff should refer to the Anti-Bullying, Harassment and Victimisation Procedure.

Admission of Pupils

- The School admits pupils on the basis of an entrance assessment and a reference from the previous school. An individual's race, ethnicity, sexual orientation, religious beliefs and disability do not form part of this selection process. Our main criteria for selection are that a pupil should be able to flourish at Bradford Grammar School and that the School is able, by making reasonable changes to facility provision and by appropriate support, to provide adequately for his/her needs.
- The School is committed to educational inclusion (see SEND Policy).
- Pupils have equal access to the programmes of study throughout the school, according to aptitude and ability.
- All subjects have equality of opportunity at their core.
- The staff Code of Conduct clearly and explicitly forbids the verbalisation or vocalisation of discrimination on the grounds of race, culture, religious, gender, sexuality and ability/disability.
- Positive attitudes and awareness development for equality of opportunity are specifically taught through the Personal Development programme.

Access

- Owing to the nature of the school buildings, not all rooms are fully accessible. Where necessary, the rooming timetable will be adjusted (whether temporarily or permanently) in order to allow all pupils and staff equality of opportunity (see SEND Policy and Disability Equality and Access Three Year Plan for further details).

Variation in the School Uniform

- The Headmaster will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the School's ethos and its policy on Health and Safety. The Headmaster may take expert advice and will if required arrange to meet with the parents to discuss the implications of such a request.

Appointment and Development of Staff

- Job specifications will all carry a statement that this School is an Equal Opportunities employer and welcomes applications for all posts from appropriately qualified persons regardless of sex, race, religion, disability or age.
- Candidates for vacant posts will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience) in selection for recruitment.
- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment.
- All employees have equal chances of training, career development and promotion.
- People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

Freedom of Expression

- Freedom of expression is a fundamental right protected under the Human Rights Act 1998 by Article 10 of the European Convention on Human Rights. It is also a fundamental right under common law. Bradford Grammar School promotes freedom of expression, as well as healthy and balanced debate of all issues, including those considered controversial or sensitive.
- Freedom of expression does not extend to statements that discriminate against or harass, or incite violence or hatred against, other persons and groups, particularly by

reference to their race, religious belief, gender or sexual orientation. In such cases, the School will take action against staff or pupils concerned. Such action could result

- In disciplinary action including dismissal (in the case of staff) or permanent exclusion (in the case of pupils).
- Promotion of extremist views or attempts to radicalise groups or individuals are not protected under freedom of expression. The School actively works to protect pupils and staff from exposure to such views and to promote fundamental British values. Anyone who promotes extremism or attempts to radicalise others within school will be immediately reported to the police.
- The boundary between the expression of intolerant or offensive views and hate speech is not always an easy one to draw. However, a number of factors are likely to be relevant, including the intention of the person making the statement, the context in which they are making it, the intended audience, and the particular words used.
- As stated in the Anti-Bullying Policy, the School always challenges peer on peer abuse and never tolerates it by passing it off as “banter” or “part of growing up”.
- The School has a duty not to promote partisan political views. When political issues are brought to the attention of pupils, the School ensures that pupils are offered a balanced presentation of opposing views.
- In promoting freedom of expression, the School has a duty to protect vulnerable individuals. In particular, younger pupils will be protected from discussion of certain issues and debates.

Breaches of the Policy

- Any breach of policy will be dealt with in line with procedures set out in the Behaviour Policy (in the case of pupils) and the Disciplinary Procedure (in the case of staff).

Examples of behaviour which is unacceptable and which would be considered a breach of policy.

- Unless stated otherwise, each statement embraces acts of discrimination or harassment on the grounds of either age, race, gender, sexual orientation, religious belief or disability:
 - a. Physical assault against a person or group;
 - b. Verbal abuse, insults, threats or intimidation;
 - c. Graffiti;
 - d. Distribution of leaflets, magazines or insignia which incite hatred or encourage discrimination or harassment;
 - e. Excluding or inciting others to exclude a person or a group;
 - f. Recruitment to subjects and selection for teams, clubs etc. in preferential ways.
 - g. A refusal to co-operate with pupils or colleagues;
 - h. Making discriminatory comments in the course of discussion or lessons; or
 - i. Making comments of a sexual or sexist nature.
- In addition, pupils should be made aware of, and staff vigilant to, the fact that the content of posters displayed on walls or leaflets distributed in school (including by electronic means) could be offensive. No pupil should display posters or distribute leaflets without the express approval of a member of teaching staff.

Monitoring

- Bradford Grammar School monitors its Equal Opportunities Policy actively. As part of the monitoring process, our application forms ask parents of prospective pupils to state their ethnic background and details of any relevant medical conditions or disabilities.
- Bradford Grammar School monitors the ethnic background, religion, nationality and disabilities of applicants for employment as part of the recruitment process. This information is reported to the Governors' Human Resources Committee annually.
- The Headmaster and SLT have primary responsibility for the monitoring process. They are supported in this by the Governing Body.

Policy Review

- This Policy will be reviewed annually, in the light of statutory changes or when an incident has occurred which necessitates a change to policy and procedures. Any changes will be presented to be ratified by the Board of Governors.