

Bradford Grammar School

Equality, Diversity and Inclusion Policy

This policy applies to the whole school.

Bradford Grammar School prides itself on being an inclusive, open and diverse community; it is firmly committed to promoting equal opportunities for all current and prospective stakeholders.

The terms equality, inclusion, diversity and equity are at the heart of this policy. 'Equality' means ensuring everyone has the same opportunities to fulfil their potential free from discrimination.

'Inclusion' means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution.

'Diversity' means the celebration of individual differences amongst the workforce.

'Equity' means recognising barriers and that some groups are more advantaged than others, and putting measures in place to eliminate these barriers, ensuring equal opportunities for all.

We will actively support diversity, equity and inclusion and ensure that our workforce is valued and treated with dignity and respect. We want to encourage everyone in our School to reach their potential.

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. ensure that members of the whole school community regardless of their abilities, disabilities, protected characteristics or healthcare needs, have the right to be respected and appreciated as a valuable member of this School
- c. deal with incidents where there has been breach of this Policy promptly and in a sensitive manner;
- d. strive to create an environment that is free from harassment or intimidation;
- 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.
- i. understand equality and inclusion in the workplace is good management practice and makes sound business sense
- j. review all our employment practices and procedures to ensure fairness and inclusion for all
- k. take steps to promote equity amongst our workforce, for example by virtue of advertising vacancies to a diverse range of potential candidates and, where relevant, targeting

particular groups that have been identified as disadvantaged or underrepresented in our School, ensuring there are no unlawful barriers to accessing our employment opportunities, training, progression opportunities, benefits and facilities

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 Junior School are responsible for ensuring equal opportunities in the curriculum.
- All line managers and Heads of Department must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to equal opportunities. Managers will be given appropriate training on equal opportunities awareness and equal opportunities recruitment and selection best practice.
- 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 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 Guidance.

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

- Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the School.
- 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 Guidance (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 of, 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.

Equality Commitments

Age

We will:

- ensure that stakeholders of all ages are treated with respect and dignity
- ensure that all stakeholders are given equal access to our employment, training, development and promotion opportunities and
- challenge discriminatory assumptions about younger and older people.

Disability

We will:

- provide any reasonable adjustments to ensure disabled stakeholders have access to our services and employment opportunities where practicable. If we feel that a particular adjustment would not be reasonable, we will discuss this and try to find an alternative solution where possible
- challenge discriminatory assumptions about disabled people

- encourage all stakeholders to tell us about your condition so that we can provide support as appropriate
- keep the physical features of our premises under review to consider whether they might place anyone with a disability at a substantial disadvantage. Where necessary, we will take reasonable steps to improve access.

Race

We will:

- challenge racism wherever it occurs
- respond swiftly and sensitively to racist incidents
- actively promote race equality and inclusion in the School
- take positive action to redress the negative effects of discrimination against everyone
- offer equal access for everyone to representation, teaching, services, employment, training and pay and encourage other schools to do the same.

Gender

We will:

- challenge discriminatory assumptions about gender
- take positive action to redress the negative effects of discrimination against everyone
- offer equal access for everyone to representation, teaching, services, employment, training and pay and encourage other schools to do the same
- provide support to prevent discrimination against transgender people who have or who are about to undergo gender reassignment.

Sexual orientation

We will:

- ensure that we take account of the needs of everyone, including the LGBTQ+ communities
- challenge discriminatory assumptions about the LGBTQ+ communities
- take positive action to redress the negative effects of discrimination against everyone
- offer equal access for everyone to representation, services, employment, training and pay and encourage other organisations to do the same.

Religion or belief

We will:

- ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible
- respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

Pregnancy or maternity

We will:

- ensure that people are treated with respect and dignity during pregnancy or maternity leave
- challenge discriminatory assumptions about pregnancy or maternity
- ensure that no individual is disadvantaged during pregnancy or maternity leave and that we take account of the needs of our employees' during pregnancy or maternity leave.

Marriage or civil partnership

We will:

- ensure that people are treated with respect and dignity regardless of marriage or civil partnership status
- challenge discriminatory assumptions about the marriage or civil partnership of our employees
- ensure that no individual is disadvantaged as a result of their marriage or civil partnership status.

Part time and fixed term work

Part time and fixed term staff should be treated the same as comparable full time or permanent staff and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate), unless different treatment is justified.

Equal pay

We will ensure that all employees have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

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.

Policy reviewed by: Mrs C Macdonald, HR Consultant
Last policy review date: October 2022
Next policy review date: October 2023