



THE GRANVILLE SCHOOL

EQUAL OPPORTUNITIES POLICY FOR PUPILS

(Including Early Years Foundation Stage)

INTRODUCTION

Promoting equal opportunities is fundamental to the aims and ethos of The Granville School. We welcome applications from pupils 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 concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

The Granville School is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation or gender reassignment. We are a non-selective school and we believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policy covering Special Education Needs (SEN), learning difficulties, and disability.

Generous bursaries are offered in order to make it possible for as many as possible who meet the school's admission criteria to attend the school. Details of our provision for bursaries can be found on our website or obtained from the bursar's office.

CODE OF CONDUCT

The Headmistress, the Senior Management Team and the pastoral staff play an active role in monitoring the implementation of The Granville School's policy on equal opportunities. Use is made of assemblies, PSHCE, RE, Drama, English and other lessons too:

- Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
- 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 we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination guidance.

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



MONITORING

The Granville School monitors its equal opportunities policy regularly and reports to the governors termly in order to ensure its effectiveness.

ENGLISH AS AN ADDITIONAL LANGUAGE

Please see our EAL policy

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although The Granville School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for Jews, Hindus, Muslims etc to practice their own faiths. However, parents should be aware that all pupils at The Granville School are required to wear a uniform. The headmistress 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 headmistress may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

COMPLAINTS

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy; but copies of the school's complaints procedure can be sent to you on request.

The Legal Background and References

- A. A Legal Requirement & an ISI Reporting Standard
- B. Education and Inspections Act 2006
- C. The Education (Independent School Standards) (England) Regulations 2014 ("ISSRs")
- D. The Equality Act 2010
- E. 'Presenting Ethnic and National Groups Data' www.ons.gov.uk
- F. ISI Handbook for the Inspection of Schools, the Regulatory Requirements (September 2015) in particular, paragraphs 39, 40, 56, 57, 65, 66 and 189
- G. 'Technical Guidance for Schools in [England or Scotland]' (Equality and Human Rights Commission or "EHRC")
- H. 'What equality law means for you as an education provider: schools' (EHRC)



Reviewed by Bursar, Headmistress, Compliance Officer December 2016

Date for review December 2018