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 pupils, 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.

Bursaries are offered 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.

AIMS

The aims of this policy and The Granville's ethos as a whole are to:

- Communicate the school's commitment to the promotion of equal opportunities for all our pupils
- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the school community
- Create and maintain an open and supportive environment, free from discrimination
- Foster mutual tolerance and positive attitudes so that everyone can feel valued within the school
- Comply with the School's equality duties contained in the Equality Act 2010.
- Remove or help to overcome barriers for pupils where they already exist
- Enforce that all discrimination on the grounds of a protected characteristic is unacceptable and will not be tolerated

All members of the school community are expected to comply with this policy.

All parents are expected to support the aims of this policy and the school's ethos of tolerance and respect.

Staff at the School, particularly those working at a management level, have a specific responsibility to set an appropriate standard of behaviour, to lead by example and to promote the aims and objectives of the school with regard to equal opportunities.

REGULATORY FRAMEWORK

This policy aims to meet the school's obligations under the:

- Equality Act 2010
- Statutory Framework of the Early Years Foundation Stage 2025
- Children and Families Act 2014
- The Education (Independent School Standards) (England) Regulations 2014

This policy has regard to the following statutory guidance and advice:

- Equality Act 2010 explanatory notes
- Equality and Human Rights Commission Technical Guidance for Schools in England (2023)
- Working Together with Safeguarding Children (December 2023)
- Keeping Children Safe in Education (September 2025)

ADMISSION

The school treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy.

Parents must inform the School when submitting the Registration Form of any special circumstances relating to their child which may affect their child's performance in the admissions process and/or ability to fully participate in the education provided by the School so that we can consider what reasonable adjustments may be necessary to ensure that the child is not placed at a substantial disadvantage compared to other children. The school will not offer a place to a child with disabilities if, after reasonable adjustments have been considered, the school cannot adequately cater for or meet their needs.

EDUCATIONAL PROVISION

The school affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). The school will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

The school will:

- Treat all members of the school community with respect and dignity and seek to provide a positive development and learning environment free from discrimination
- Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- Ensure that pupils with English as an additional language and pupils with special educational needs receive necessary educational and welfare support
- Monitor the admission and progress of pupils from different backgrounds
- Challenge inappropriate discriminatory behaviour by pupils and staff
- Encourage children to work and play freely and have respect for all other pupils irrespective of any protected characteristic
- Offer all pupils access to all areas of the curriculum and a full range of extra-curricular activities
- Work with parents and external agencies where appropriate to combat and prevent discrimination in school
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Use the curriculum, assemblies and PSHE to:
    - 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
    - Encourage children to question and challenge assumptions and stereotypes in order to better understand discriminatory behaviours and bias

The School recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all its forms are unacceptable and will be managed in accordance with the School's behaviour and anti-bullying policies.

RELIGIOUS BELIEFS

Although The Granville School has Christian roots, we do not select for entry on the basis of religious beliefs. The School is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths or with no religion or faith, subject to considerations of safety and welfare and the rights and freedoms of other members of the School community.

The governing body, through the senior leadership team, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although The Granville School has Christian roots, welcoming and respecting pupils of all faiths and offer the opportunity for all 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.

REASONABLE ADJUSTMENTS FOR PUPILS WITH A DISABILITY

The School has an ongoing duty to make reasonable adjustments for its pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison with other pupils, including during the admissions process.

Where the School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the School is able to make to avoid their child being put at a substantial disadvantage. The School will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to the School.

The School has an Accessibility Plan in place that sets out the School's plan to increase the extent to which disabled pupils can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery of information to disabled pupils, which is readily accessible to pupils who are not disabled.

MONITORING AND REVIEW

The Head monitors and reviews the effectiveness of this policy regularly and reports to the governors termly in order to ensure its effectiveness.

ENGLISH AS AN ADDITIONAL LANGUAGE

Please see our EAL policy.

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 for pupils. 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.

BREACH OF THIS POLICY

Pupils who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Policy.

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 found on the School's website or sent to you on request.

Linked Policies:

- Admissions policy
- Promotion of Good Behaviour policy
- Anti-bullying policy
- Accessibility Plan
- Staff Handbook
- Learning Development SEND policy
- Equal opportunities for staff policy
- Recruitment and Selection policy