



# Wakefield Grammar School Foundation

<b>Document Reference</b>	<b>WGSF Equal Opportunities (Pupils) Policy (Inc EYFS)</b>
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<b>Quality Assurance</b>	
<b>Name of Approver / Committee</b>	Governing Board
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**VALIDITY – Policies should be accessed via FireFly to ensure the current version is used.**

## CHANGE RECORD - REVIEW PERIOD 1 YEAR

<b>Version</b>	<b>Date</b>	<b>Change details</b>
V1.02	July 2017	Reviewed, L Perry DFO
V1.03	July 2020	Reviewed, A Casey, HR Manager
V1.04	Oct 2023	Reviewed, Vicky Gardiner, Director of Learning Support

To be published on the following:

<b>Staff shared</b>	<b>X</b>	<b>School website</b>	<b>X</b>
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# WGSF Equal Opportunities (Pupils) Policy (inc. EYFS)

## 1. Introduction

Promoting equal opportunities is fundamental to the aims and ethos of Wakefield Grammar School Foundation ('the Foundation'). 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 concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

The Foundation is committed to equal treatment for all, regardless of an individual's race, sex, gender, disability, religion, belief, sexual orientation or any other protected characteristic. The Foundation's schools are academically selective schools 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.

The Foundation aims to create a safe and inclusive learning environment for all students including those who are transgender or gender fluid. We respect the right of all individuals in our community to express their own gender identity and further details in respect of the schools' gender policies are available from the two senior schools.

We also welcome applications from pupils with special needs and disabilities, and refer parents to the schools' policies covering Learning Support.

Bursaries are offered in order to make it possible for as many as possible who meet the schools' admission criteria to attend the schools. Details of our provision for bursaries can be found on our website or obtained from the Governors' Office.

### Linked Policies

The schools' Behaviour Policies

The schools' Anti-Bullying Policies

WGSF English as an Additional Language (EAL)

WGSF Bursary Policy

## 2. Code of Conduct

The Head of school, Senior Leadership Team, pastoral staff, heads of learning support and the school matrons play an active role in monitoring the implementation of this policy. Use is made of assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the school community.
- 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.
- 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; the individual schools' Behaviour Policies and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the Foundation's ethos of tolerance and respect.

### **3. Requests for variation in the school uniform**

Although the Foundation has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths. However, parents should be aware that all pupils are required to wear the required school uniform until Year 12, and that a "business dress" code operates for Years 12 and 13. The Head of school will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's policy on health and safety. The Head of school may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

### **4. English as an Additional Language**

When a student joins one of the WGSF schools, the family completes a data collection form that gives an indication of languages spoken in the home. If the pupil meets the criteria of EAL as defined by the DfE they are recorded as an EAL student. Support in the classroom is then provided.

Please refer to the WGSF EAL Policy for further information.

### **5. Monitoring**

The schools monitor the effectiveness of the Equal Opportunities Policy. As part of that process, we invite parents who accept places at the school for their child to complete an anonymous ethnic monitoring form. The form uses the same ethnic categories as the Government uses in the national census. When the completed forms arrive at the school, they are separated from any other material that might identify the individual child. The data is logged by year of both entrance examination and entry.

Under no circumstances would we link our ethnic monitoring data with our pupil records.

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

### **6. Complaints**

We hope that you and your child do not have any complaints about the operation of our Equal Opportunities Policy; but a copy of the WGSF Complaints Policy and Procedure can be sent to you on request by contacting the schools' office.