



# Wakefield Grammar School Foundation

<b>Document Reference</b>	<b>WGSF Equality, Diversity and Inclusion Policy</b>
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<b>Job Title</b>	Heads of School
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<b>Quality Assurance</b>	
<b>Name of Approver / Committee</b>	Exec Committee
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**VALIDITY – Policies should be accessed via FireFly to ensure the current version is used.**

### **CHANGE RECORD - REVIEW PERIOD (Annual)**

<b>Version</b>	<b>Date</b>	<b>Change details</b>
V1.00	Sept 2023	New Foundation policy created from individual schools' policies.

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 Equality, Diversity and Inclusion Policy

### 1. Purpose

WGSF is committed to providing every student with an excellent education. The Foundation's academic aim is for each student to develop a love of learning and fulfil their academic potential in an inspirational and distinctive learning environment. We are also well aware that students fulfil or exceed their potential when they are content and supported. Therefore, we are fully committed to providing a holistic education to all our pupils.

WGSF is committed to being inclusive as we see a diverse population of both pupils and staff as one of the Foundation's greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all the Foundation's activities.

#### List of abbreviations and meanings

WGSF	Wakefield Grammar School Foundation
QEGS	Queen Elizabeth Grammar School
WGHS	Wakefield Girls' High School
WGPPS	Wakefield Grammar Pre-Preparatory School
SLT	Senior Leadership Team

#### Related Policies

WGSF Equal Opportunities (pupils) Policy  
WGSF SEND Policy  
Schools' Behaviour Policies  
Schools' Anti-Bullying Policies  
Schools' Accessibility Plans

### 1.2 Members of SLT

#### QEGS

<b>Head</b> Richard Brookes
<b>Deputy Head</b> Jim Palin
<b>Assistant Head Co-Curricular</b> Cathy Palin
<b>Assistant Head, Director of Studies</b> Angela Eggleston
<b>Assistant Head, Director of Studies</b> Mark Fitzsimons
<b>Director of Junior Section</b> Richard Thompson

## WGHS

<b>Head</b> Heidi Jayne Boyes
<b>Deputy Head (Academic)</b> Judith Tingle
<b>Deputy Head (Teaching and Learning)</b> David Eggleston
<b>Assistant Head (Director of Pastoral Care and Wellbeing)</b> James Harris
<b>Assistant Head (Director of sixth form)</b> Kirsty Varley
<b>Director of Junior Section</b> Sam Rowley

## WGPPS

<b>Head</b> Emma Gill
<b>Deputy Head</b> Lynne Butler
<b>Assistant Head</b> Jenny Taylor

## 2. Policy Aims

This policy aims to:

- Outline the foundation's approach to promoting and developing inclusion & equality of opportunity
- Outline the role that teachers, students and staff will play
- Outline the pastoral provision available to all students at the schools

## 3. Introduction and overview

This policy applies equally to current and prospective members of the School community, including parents. Staff and pupils should also refer to the Equal Opportunities Policies.

This policy is made available on the Foundation's website. All Foundation policies and individual School policies can be made available in large print or other accessible format if required.

The Foundation is committed to a zero tolerance policy in relation to less favourable treatment on the grounds of any protected characteristic under the protected characteristics - [Equality Act 2010](#). The protected characteristics are defined as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Foundation is committed to promoting and developing inclusion & equality of opportunity

in all its functions and will seek to do this by:

- Communicating its commitment to equality and diversity to all members of its community
- Ensuring all staff and pupils are aware of the aims of this policy
- Briefing staff and pupils on the Equal Opportunities Policy
- Developing monitoring, evaluating and reviewing mechanisms of school policies and procedures and decision-making
- Demonstrating our zero tolerance attitude towards discrimination by taking all allegations seriously.

#### **4. Responsibility**

The WGSF Governors and the schools' Senior Leadership Teams have responsibility for ensuring that the schools operate within the legal framework for equality and for implementing the policy throughout the Foundation.

Each member of the schools' community is responsible for being alert to and challenging discrimination; embracing diversity; respecting different faiths and beliefs; and upholding equality of opportunity for all.

#### **5. The Legal Framework**

Discrimination can take the following forms, including:

Direct Discrimination - This occurs where a person is treated less favourably than others because of their (or a family member's) actual or perceived protected characteristic.

Indirect Discrimination - This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of a protected characteristic and which cannot be justified as a proportionate means of achieving a legitimate aim.

Victimisation - This occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under the legislation.

Harassment – This is defined as unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating a hostile, humiliating or offensive environment for that individual.

Disability Discrimination - This includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

#### **6. Aims and Values**

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

- Eliminate unlawful discrimination on the grounds of any of the protected characteristics.
- Eliminate all bullying and unlawful discrimination on the basis that an individual has a

learning difficulty or special educational need, or because English is an additional language.

- Promote equality of opportunity for all members of the School community.
- Comply with the School's equality obligations contained in the Equality Act 2010.
- Provide a secure environment in which all our children can thrive and achieve all of the outcomes of Every Child Matters and Keeping Children Safe in Education.
- Provide a learning environment where all individuals through the Equal Opportunities Policy and other School policies such as PSHE Education, feel valued and feel they have a sense of belonging.
- Prepare pupils for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and international community.
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide and promote positive information about the diversity of UK society.
- Actively challenge discrimination and ensure that all members of the School community learn from these experiences.
- Embed inclusion through all our activities.

To achieve these aims we will:

- Involve, where reasonably practicable, all members of the School community in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures.
- Publish and share school policies to the whole School community.
- Collect and analyse data (such as admissions data and examination results) to monitor any potential disadvantage amongst the pupil body.
- Help to overcome any potential barriers to learning by providing for pupils' diverse needs and learning styles including any learning support needs and/or disabilities a pupil may have.
- Ensure the wider school curriculum promotes and celebrates equality and diversity.
- Operate a clear zero tolerance policy towards abusive or discriminatory behaviour.
- Work in partnership with families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination.

The Schools within WGSF are welcoming, where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. The Foundation is committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils, irrespective of difference, to maximise their potential and thrive.

At WGSF we aim to promote inclusion and tackle any form of discrimination and actively promote harmonious relations in all areas of school life and with our key partners such as parents and other schools. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

## **7. Admissions**

WGSF treats every application for admission in a fair and equal way in accordance with this policy and the Schools' Admissions Policies. The Foundation accepts applications from, and admits pupils irrespective of any protected characteristic.

Parents must inform the relevant School when completing the registration form of any special circumstances affecting their child (such as learning support needs) which may affect the child's ability to fully participate in the education provided by the School. The School will not offer a place to a child if, after reasonable adjustments have been considered, the School cannot adequately cater for and/or meet their needs.

## **8. Educational Services**

- The Foundation affords all pupils access to educational provision including all benefits, services and facilities irrespective of any protected characteristic subject to the Foundation's obligations under the Equality Act 2010 and considerations of safety and welfare.
- The Foundation will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.
- The Foundation will seek to educate pupils in a multicultural, anti-racist environment using the curriculum, assemblies, PSHE Education programme and external speakers to promote understanding and appreciation of other faiths, races and cultures.
- The Foundation recognises that discrimination may be, for example, direct, indirect or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the schools' Behaviour Policies.

The Foundation will:

- Treat all members of the School community with respect and dignity and seek to provide a positive working 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 of the protected characteristics listed above
- Ensure those pupils with a statement of special educational needs (or Education Health and Care Plan) receive necessary educational and welfare support
- Ensure that pupils with English as an additional language receive additional support, such as extra English tuition, where required
- Monitor the admission and progress of pupils from different backgrounds
- Challenge inappropriate discriminatory behaviour by pupils, staff and parents
- Offer all pupils access to all areas of the curriculum, including being able to participate in a full range of extra-curricular activities
- Ensure that all staff are aware of their responsibilities, promote equality of opportunity and are given appropriate training and support
- 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 practices.

## **9. Religious Belief**

Although the Foundation's religious ethos is based on Christian values and tradition, the Foundation is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or no religion or faith).

## 10. Reasonable Adjustments

The Foundation has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison to non-disabled pupils. The School will inform and consult with parents about what reasonable adjustments, if any, the Foundation is able to make for their disabled child. The Foundation has a duty to make reasonable adjustments (case by case considerations) for staff or pupils who request to be known as gender neutral, gender fluid, are undergoing gender reassignment or are transgender.

The Foundation is not legally required to make alterations to the Schools' physical environment as part of the reasonable adjustments duty. The Foundation however, monitors and reviews the physical environment to consider what reasonable and proportionate steps can be taken to alleviate any substantial disadvantage caused to disabled pupils. The Schools have an Accessibility Plan in place (which can be made available upon request).

## 11. Responsibilities

### WGSF Governors

It is the Governors' responsibility to:

- Ensure that staff act as role models of inclusive behaviour and practice
- Ensure that the School complies with its equality obligations
- Ensure that the School's policies & procedures are monitored in light of this policy and the School's wider equality obligations
- Be involved, together with the Head, in dealing with serious breaches of this policy.

### Heads of School

It is the Head's responsibility to:

- Ensure effective implementation of this policy and its procedures
- Ensure that all staff are sufficiently aware and trained within equality & diversity
- Actively challenge and take appropriate action in any cases of discriminatory practice within the School, be it by staff, pupils, parents or visitors
- Have procedures in place to deal effectively with any reported incidents of discrimination, victimisation or harassment
- Ensure that all visitors and contractors are aware of, and comply with this policy.

### All Staff

It is the responsibility of all staff to:

- Positively role model inclusive behaviour
- Actively challenge any forms of discrimination, victimisation, harassment or bullying
- Promote an inclusive curriculum, identify and challenge bias and stereotyping within the curriculum and in the School's culture
- Commit to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources.

## **12. Concerns and Complaints**

The Foundation will seek to provide a supportive environment for those who make claims of discrimination and/or harassment. Any pupil who believes that they have been discriminated against or have been subject to discriminatory conduct should talk to their pastoral support staff or the Deputy Head. Parents of WGPPS pupils should talk to the Head.

Any pupil who harasses another pupil on the grounds of any protected characteristic will be subject to the School's disciplinary measures in accordance with the Schools' Behaviour Policies.

If parents feel this policy has been breached they should raise their concern or submit a complaint through the School's Complaints Policy which is available via the School Offices upon request.

## **13. Monitoring and Review**

This policy is monitored on an ongoing basis to evaluate its effectiveness and ensure appropriate steps can be taken to eliminate unlawful discrimination.

This policy will be reviewed on an annual basis to ensure the aims of the policy are carried out in accordance with the Foundation's equality obligations.

## **14. Breaches of the Policy**

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the WGSF Governors.