



Queen Mary's Grammar School

A statement of our policy on

## **Equality and Diversity Policy**

Approved by the LGB, December 2018

### **Context**

The legal framework for this policy is provided by:

- Children Act 2004
- Equality Act 2010
- Education and Inspections Act 2006

### **Aims and Values**

The School is a richly diverse community where individuals are valued. We foster co-operation and mutual respect and are committed to the development of the whole person within a supportive, secure and creative environment.

The School is committed to providing equal opportunity for all pupils and staff to maximise their potential regardless of ethnic background, religion, gender or disability. In line with the Equality Act 2010, the School recognises the principle of protected characteristics and that it is against the law to discriminate against someone because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Community cohesion is a strength of the School and a key part of our Pastoral Charter (appendix A).

#### *We aim to:*

- Provide a secure environment in which all pupils and staff can flourish
- Provide a learning environment where all individuals feel a sense of belonging
- Ensure that all groups within school make the best possible progress
- Promote understanding of diversity and prepare pupils to take their place in local, national and international communities
- Challenge, proactively, any discrimination or disadvantage
- Make inclusion a thread which runs through all our activities

#### *To achieve these aims, the School will:*

- Hold high expectations of behaviour
- Ensure a broad and balanced curriculum which meets the needs and aspirations of all pupils
- Collect and analyse data in order to set suitable learning challenges for all

- Ensure that all pupils participate in a range of activities that promote awareness of diversity (such as Assembly and PSHEE programmes, Induction and L2L Weeks, Enterprise Days, Giving form for prefect selection, foreign visits and exchanges, anti-bullying weeks)
- Provide support to help pupils overcome any potential barriers to learning
- Monitor the take up of enrichment activities to ensure that all groups and individuals make the most of the opportunities on offer in the school
- Take a pro-active approach to pupil recruitment from under-represented groups

## **Leadership, Management and Governance**

### *The Governing Body will:*

- Ensure that the school complies with equality legislation
- Ensure that the school's policy, procedures and strategies are carried out and monitored effectively
- Devise and publicise an Admissions policy which is fair and equitable in its treatment of all groups
- Promote equal opportunities in staff recruitment, professional development and membership of the Governing Body
- Deal appropriately with serious breaches of the policy

### *Members of the Senior Leadership Team will:*

- Implement the policy, and its related strategies and procedures
- Ensure that all staff receive appropriate information, training and professional development
- Challenge any discriminatory practice and take appropriate action
- Deal with any reported incidents of harassment or bullying in line with the School's discipline policy

### *All staff will:*

- Be vigilant for any type of harassment, discrimination or bullying
- Deal effectively with incidents and making appropriate referrals to senior staff
- Identify and challenge bias and stereotyping
- Promote equality and good relations and not discriminate on the grounds of ethnic background, gender, religion or sexual orientation
- Promote an inclusive curriculum and ethos

## **Monitoring and Quality Assurance**

Each pupil's progress is monitored and tracked using (the school's in-house tracking system STAR). The resulting data is analysed with respect to different groups (including ethnicity and social need) and is used to inform development planning and target setting

Quality assurance procedures (such as lesson observations, open door days, work trawls and Head of Department and Head of Year Triad meetings) include a focus on different groups. Termly pastoral reports also focus on the performance of identified groups including under performers and pupils receiving FSM (pupil premium)

The Governing Body will be informed of any issues arising regarding the effectiveness of the School's equality and diversity policy by Mr Saran (Assistant Head) and he will make any necessary recommendations to the Full Governing Board.

The Designated Teacher is the Headmaster: Mr R.J. Langton

### Appendix A: QMGS Pastoral Charter



- Human dignity matters
- Justice is an absolute priority
- Serving others is part of the School's DNA
- A sense of Community holds everything together

- Inclusion & diversity are fundamental principles
- Our approach must be holistic: what we **do** must be informed by who we **are**
- Generosity is the key to our motto: it often means getting your hands dirty
- Supporting others means we have to step out of our comfort zone
- There is always hope ...

### **Appendix B: Gender Equality Scheme**

In addition to the provisions set out in the main policy, it should be noted that:

- The School is committed to fulfilling its legal obligations in promoting equality of opportunity irrespective of gender.
- The Admissions Policy: in accordance with current legislation, in Years 7 to 11 only boys are admitted to the School.
- In the Sixth Form girls are admitted in accordance with the same academic criteria as boys. The governing body monitors the admissions procedure annually.

### **Appendix C: Race Equality Scheme**

In addition to the provisions set out in the main policy, it should be noted that:

- Provision is made for pupils from different ethnic backgrounds to take appropriate time off for religious observance
- The School promotes community languages.
- Any racial incidents are reported to the Local Authority. Such incidents are subject to annual review.
- The School will when necessary, work closely with the PREVENT agenda to counter violent extremism in society and to promote community cohesion (see policy on anti-radicalisation)
- The School will provide a space for individual reflection and prayer (see policy on Collective Worship)

### **Appendix D: Disability Equality Scheme**

In addition to the provisions set out in the main policy, it should be noted that:

- This scheme forms part of the School's Accessibility Policy
- The Governors' Property Committee discharges the duty to review the plan and to ensure appropriate provision of facilities.

This policy was approved by the Local Governing Board December 2018