

The Mercian Trust

Equality Information and Objectives Policy

Policy Owner	The Mercian Trust
Date Ratified by Trust Board	October 2019
Date to be Reviewed:	October 2020
Date Adopted	1st November 2019

Mission Statement/ Values/ School Ethos

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

Statement of Purpose

"Equality is not regarding different things similarly; equality is regarding different things differently." Tom Robbins

Queen Mary's Grammar School's aim is to embed equality into every aspect of everything we do.

1. Legal Framework:

The Equality Act 2010 which came into force on April 5th 2011. This policy has been designed to ensure that the school fulfils its legal and moral obligations and meets the requirements and expectations of the act.

2. Contextual Information:

Queen Mary's Grammar School believes that all members of the school community (students, staff, governors, parents, and the local community) should have equality of opportunity.

3. Aims

Our aims as a school are to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic* and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.
4. To take swift action in the instance that an element of the policy is compromised.

*(protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation)

4. Objectives:

As a school we are committed to ensure that equality of opportunity is at the very heart of everything we do to ensure we provide fair and non-prejudicial access to the school community as a whole. Staff, governors and students are united in ensuring the rich and diverse society we live in is celebrated at Queen Mary's Grammar School. We uphold everyone's freedom of choice and rights to be different. Our core values are to ensure that everyone succeeds whether that is academically or socially.

We offer a broad and balanced curriculum, ensuring it is up to date and relevant to our students. All students have access to the whole of our curriculum and all aspects of extra-curricular activity. We endeavour to provide the appropriate amount of support to aid the individual needs of the students in every aspect of their school life.

Queen Mary's Grammar School provides training opportunities for students, staff and stakeholders to raise awareness of the collective rights and responsibilities everyone has for meeting the needs of this policy and ensure we comply in relation to the Equality Act 2010.

5. Roles and responsibilities:

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:

- Promote an inclusive and collaborative ethos in their classroom and amongst colleagues
- Be vigilant for any type of harassment, discrimination or bullying
- Deal effectively with prejudice-related 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
- Keep up to date with equalities legislation relevant to their work

6. Monitoring and Evaluating the Effectiveness of the Policy

The Senior Leadership Team has the responsibility of upholding the values described throughout this policy. The policy will be reviewed bi-annually and presented to the governing body for approval. As part of the monitoring and evaluation process the Senior Leadership Team will review data and evidence provided relating to:

- Any personal indicating characteristics which may include race, age, disability, religion or sexual orientation (when this data is available and disclosed).
- Attainment/progress data.
- Access to the curriculum.
- Exclusions.
- Exclusions from areas of the curriculum, including trips and extra-curricular activities.
- Sanctions and rewards.
- Staff recruitment, retention and career development.
- Analysis of any racist and homophobic incidents.
- Ofsted reports on educational provision and standards.
- Consultation with parents, students, governors and external agencies.

- Funding.
- Staff and student surveys.

This will support our planning and help identify priorities for the future to ensure our commitment to equality of opportunities. Queen Mary's Grammar School is aware that equality of opportunity is a constant changing and evolving entity and we strive to keep up to date with current practice and share information freely and openly.

7. Religious observance

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to these matters within the context that Queen Mary's Grammar School is a non-denominational and multi-faith trust.

8. Breaches of this policy and complaints

Any breaches to this policy will be dealt with through the school complaints procedure.

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.