

	<b>The Gregg Schools Trust</b> Proprietor of The Gregg School and The Gregg Preparatory School		Document Owner: Education Committee
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	<b>The Gregg School          Equal Opportunities(Students)          Policy</b>		Issue Date: March 2023
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Applies to: The Gregg School <input checked="" type="checkbox"/> The Gregg Preparatory School <input type="checkbox"/>			
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Promoting equal opportunities is fundamental to the aims and ethos of The Gregg School and The Gregg Preparatory School. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our students/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 Gregg School and The Gregg Preparatory School are committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. We are not 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. We also welcome applications from students/pupils with special needs and disabilities, and refer parents to our admissions policy for further details.

Bursaries are offered in order 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.

## CODE OF CONDUCT

The Headteachers, senior leadership teams, pastoral staff and first aid staff play an active role in monitoring the implementation of The Gregg and The Gregg Preparatory Schools' policy on equal opportunities. Use is made of assemblies and other lessons 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.
- 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 unlawful and unacceptable; our behaviour 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 school's ethos of tolerance and respect.

## **REASONABLE ADJUSTMENTS**

The schools endeavour to make reasonable adjustments which allow them to uphold the code of conduct and our ethos. Parents should be aware that all students at The Gregg and Gregg Preparatory Schools are required to wear a uniform and adhere to the expectations around dress code for safeguarding purposes. The Headteachers will consider written requests from parents for variations in the uniform on the grounds of religious or special educational requirements that are consistent with the school's ethos and its policy on health and safety.

The schools have limited additional resources that are planned out annually. Specific reasonable adjustments must be discussed prior to entry, in line with our admissions process. If a student presents with the need for additional reasonable adjustments post the probationary period, these may not be able to be implemented by the schools. There are some limitations of the school environments which are also outlined within our accessibility policy.

The schools have high expectations around attendance, as such, once attendance falls below 95% a student would be raised as a concern and parents contacted. As a non-specialist, mainstream environment we are unable to make significant changes to a child's curriculum or timetable, and any reduction in educational provision is subject to the agreement of the Headteacher and doesn't necessitate a reduction in fees. In cases of school refusal, the schools are not resourced to supply additional work which deviates from the in-school curriculum and parents will be invited to meet with the school to discuss the suitability of the school placement in cases of persistent refusal or non-attendance.

The Headteachers may take expert advice, and the schools will normally arrange to meet with parents to discuss the implications of requests for reasonable adjustments.

## **PUBLIC EXAMINATIONS**

Any student may need special considerations for support during public examinations, know an Examination Access Arrangements. The Joint Council for Qualification (JCQ) provides annual guidance to schools on how these arrangements should be applied for and implemented for examinations. Usually, these adjustments are also made for students to support their access to the curriculum which is known as a 'normal way of working'.

Applications for access arrangements are usually completed in the Spring of Year 10, prior to students taking any mock assessments, which means they are still valid for Post-16. A cognitive assessment is required to support any application, unless one is made on medical grounds. Parents will be directly contacted with regard to access arrangements assessments as they do incur an additional cost and full options can be discussed with the schools SENCo.

## **MONITORING**

The Gregg and The Gregg Preparatory Schools monitor its' equal opportunities policy regularly and the policy is reviewed by the governors regularly in order to ensure its effectiveness.

## **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 schools' complaints procedure can be sent to you on request.