

# Equal opportunities and race equality policy

This policy applies to the whole school and is published to parents and students



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Equal Opportunities is about valuing differences, and recognising that individuals have different needs.

Every student and employee at the Royal Grammar School (RGS) has the right to equal opportunities irrespective of:

- Gender
- Age
- Race
- Religion
- Political beliefs
- Differences of:
  - domestic or social circumstances
  - disability
  - physical appearance
  - sexuality (e.g. Lesbian, Bisexual, Gay, Transsexual - LBGT).

All members of the community at RGS are of equal worth and everyone is entitled to be treated with equal respect, courtesy and consideration. This is not only true between students, but also between members of staff and between teachers and students. We aim to raise awareness, and challenge any instance, of unfair discrimination. We aim actively to promote race and gender equality and the principle of school inclusion and to assess and monitor school activities, achievements, outcomes and student participation by both race and gender.

These principles should be adhered to in all aspects of school life; in the classroom, in extra- curricular activities, in sport and through day-to-day interaction inside or outside school.

RGS staff will always look out for and protect the rights of students. This includes keeping them safe from inappropriate influences or risks such as radicalisation (following the government's Prevent and other programmes). If individuals or groups are conscious of being treated unfairly or not being adequately protected they should seek help (see the School's *safeguarding policy*).

The *equal opportunities and race equality policy* has regard to the Equality Act 2010. It is an on-going and developing policy and should never be considered static or complete.

See also:

*The RGS Ethos*

*RGS PSHE scheme of work*

*RGS Special education needs policy*

*RGS Special education needs and Disability Act (SENDA) action plan*

*RGS Medical policy*

