



# THE KING'S SCHOOL

GRANTHAM

## Equality Policy

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## 1 Aims

- 1.1 This is the Equal Opportunities Policy of The King's School (Academy).
- 1.2 The aims of this policy are as follows:
  - 1.2.1 to promote equal treatment within the Academy for all members of the school community;
  - 1.2.2 to communicate the commitment of the Academy to the promotion of equal opportunities;
  - 1.2.3 to create and maintain an open and supportive environment which is free from discrimination, harassment and victimisation;
  - 1.2.4 to foster mutual tolerance and positive attitudes so that everyone can feel valued within the Academy;
  - 1.2.5 to explain the proactive duty to make reasonable adjustments for disabled pupils to assist them in overcoming any substantial disadvantage caused by way of a disability;
  - 1.2.6 to promote a culture of safety, equality and protection; and
  - 1.2.7 to actively promote and safeguard the welfare of children, staff and others who come into contact with the Academy.

## 2 Scope and application

- 2.1 This policy applies to the whole Academy.

## 3 Regulatory framework

- 3.1 This policy has been prepared to meet the Academy's responsibilities under:
  - 3.1.1 Equality Act 2010;
  - 3.1.2 Education (Independent School Standards) Regulations 2014;
  - 3.1.3 Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017/353;
  - 3.1.4 Education and Skills Act 2008;
  - 3.1.5 Data Protection Act 2018 and UK General Data Protection Regulation (UK GDPR); and
  - 3.1.6 Children and Families Act 2014.
- 3.2 This policy has regard to the following guidance and advice:
  - 3.2.1 **Equality Act 2010: explanatory notes** (2010);
  - 3.2.2 **The Equality Act 2010: advice for schools** (DfE, June 2018);
  - 3.2.3 **Technical guidance for schools in England** (Equality and Human Rights Commission, July 2014);
  - 3.2.4 **Public Sector Equality Duty Guidance for Schools in England** (Equality and Human Rights Commission, 2014);
  - 3.2.5 **Special educational needs and disability code of practice: 0 to 25 years** (DfE, January 2015);

- 3.2.6 **Advice and Guidance: How can we stop prejudice based bullying in schools?** (Equality and Human Rights Commission);
- 3.2.7 **Keeping children safe in education** (DfE, September 2022);
- 3.2.8 **Working together to safeguard children** (DfE, July 2018, updated July 2022); *and*
- 3.2.9 **Relationships education, relationships and sex education (RSE) and health education guidance** (DfE, September 2021).

3.3 The following policies, procedures, documents and resource material are relevant to this policy:

- 3.3.1 Admission Arrangements;
- 3.3.2 Behaviour and Discipline Policy;
- 3.3.3 School Uniform;
- 3.3.4 Anti-Bullying Policy;
- 3.3.5 Special Educational Needs and Disability Policy;
- 3.3.6 Annual SEN information report;
- 3.3.7 Administration of Medicines and Supporting Pupils with Medical Conditions Policy;
- 3.3.8 Accessibility Plan;
- 3.3.9 Relationships and Sex Education Policy.

## 4 Publication and availability

- 4.1 This policy is published on the Academy's website.
- 4.2 This policy is available in hard copy on request.
- 4.3 A copy of the policy is available for inspection from the PA for the Head during the school day.
- 4.4 This policy can be made available in large print or other accessible format if required.

## 5 Definitions

5.1 Where the following words or phrases are used in this policy:

- 5.1.1 References to the Proprietor are references to the King's School, the Academy Trust.
- 5.1.2 References to **Parent** or **Parents** means the natural or adoptive Parents of the pupil (irrespective of whether they are or have ever been married, with whom the pupil lives, or whether they have contact with the pupil) as well as any person who is not the natural or adoptive Parent of the pupil, but who has care of, or Parental responsibility for, the pupil (e.g. foster carer / legal guardian).
- 5.1.3 References to the Public Sector Equality Duty (PSED) are references to the duty as defined in S.149 of the Equality Act 2010.
- 5.1.4 Reference to **EHC Plan(s)** is to Education and Health Care Plan(s).
- 5.1.5 References to **Protected Characteristics** are as defined in Chapter 1 of the Equality Act 2010.

- 5.1.6 Reference to **PSHE** is the personal, social, health and economic education programme.
- 5.1.7 References to the **Academy's community** includes staff, Trustees, Governors, pupils, Parents, visitors and volunteers.
- 5.1.8 References to school days mean Monday to Friday when the Academy is open to pupils during term time. The dates of terms are published on the Academy's website.

## 6 Responsibility statement and allocation of tasks

- 6.1 The Proprietor has overall responsibility for all matters which are the subject of this policy.
- 6.2 The Proprietor is aware of its duties under the Equality Act 2010 and the requirement to meet the Public Sector Equality Duty, as defined in clause 7 below. To ensure that efficient discharge of its responsibilities under this policy, the Proprietor has allocated the following tasks:

Task	Allocated to	When/frequency of review
Keeping the policy up to date and compliant with the law and best practice	The Head	As a minimum annually, ideally termly, and as required
Monitoring the implementation of the policy (ensuring its accessibility and availability), relevant risk assessments and any action taken in response and evaluating effectiveness	The Head	As a minimum annually, ideally termly, and as required
Seeking input from interested groups (such as pupils, staff and Parents) to consider improvements to the Academy's processes under the policy	The Head	As a minimum annually, ideally termly, and as required s a minimum annually, and as required
Formal annual review	The Head	Annually
Overall responsibility for content and implementation	Proprietor	As a minimum annually

## 7 Public Sector Equality Duty (PSED)

- 7.1 The Proprietor, in carrying out its functions must have regard to the General Duty by:
  - (a) eliminate discrimination and other conduct that is prohibited by the Equality Act 2010;
  - (b) advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
  - (c) foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

- 7.1.2 Having due regard to the need to advance equality of opportunity as set out in Paragraph (b) involves having due regard, in particular, to the need to:
- (a) Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
  - (b) Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and
  - (c) Encourage persons who share a relevant protected characteristic to participate in public life or any other activity in which participation by such persons is disproportionately low.
- 7.1.3 Having due regard to the need to foster good relations as set out in Paragraph (c) above involves having due regard, in particular, to the need to:
- (a) tackle prejudice; and
  - (b) promote understanding.
- 7.1.4 Compliance with the General Duty may involve treating some persons more favourably than others, but that is not to be taken as permitting conduct that is otherwise prohibited under the Equality Act 2010.

7.2 The Proprietor must also comply with Specific Duties<sup>1</sup> by:

- 7.2.1 Publishing information to demonstrate how it is complying with the General Duty set out above. This information may include non-confidential academy performance data, policies, evidence of engagement, academy development plans and equality milestones (this information must be updated at least annually).
- 7.2.2 Preparing and publishing one or more specific and measurable equality objective at least once every four years, together with evidence of the steps taken and progress made towards meeting previous equality objectives.

## 8 Policy statement

- 8.1 The Academy recognises the benefits of having a diverse community, with individuals who value one another, and the different contributions everyone can make. The Academy promotes an inclusive environment where pupils will be taught to value and respect others. The Academy is committed to being an equal opportunities education provider and is committed to equality of opportunity for all members of the school community.
- 8.2 In the provision of equal opportunities, the Academy recognises and accepts its responsibilities under law to oppose discrimination on the basis of the following Protected Characteristics:
- 8.2.1 Disability;
  - 8.2.2 Gender reassignment;
  - 8.2.3 Pregnancy and maternity;
  - 8.2.4 Race;
  - 8.2.5 Religion or belief (including lack of religion or belief);

<sup>1</sup> The specific duties were created by secondary legislation in the form of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which replace the Equality Act 2010 (Specific Duties) Regulations 2011.

- 8.2.6 Sex;
- 8.2.7 Sexual orientation;
- 8.3 The Protected Characteristics of marriage and civil partnership, and age are not applicable to pupils.
- 8.4 In addition, the Academy also opposes all bullying and unlawful discrimination on the basis that a person has special educational needs or learning difficulty, a different cultural or linguistic background, or academic or sporting ability.
- 8.5 The Academy aims to ensure that all policies and practices conform with the principle of equal opportunities and comply with the PSED.
- 8.6 The Academy will have due regard to its duties under the PSED when:
  - 8.6.1 Taking a decision or action, the Academy will assess the implications of the decision or action for people with a particular protected characteristic;
  - 8.6.2 Undertaking policy development or decisions, the Academy will have regard to the equality implications before and at the time of the policy development or decision;
  - 8.6.3 Consciously consider each aspect of the general duty, ensuring that members of the Academy community are aware that having due regard to the need to eliminate discrimination is not the same as having due regard to the need to advance equality of opportunity;
  - 8.6.4 Assessing risk and any adverse impact that may result from a policy or decision taken by the Academy and the how this risk may be eliminated before the adoption of a proposed policy or decision;
  - 8.6.5 Carrying out the Academy's functions, the Academy will ensure that the PSED is integrated into those functions, through rigorous analysis; and
  - 8.6.6 Recording the steps the Academy has taken to comply with this duty.
- 8.7 The Academy will tackle inappropriate attitudes and practices through staff leading by example, through the PSHE, relationships and sex education programmes, through the supportive school culture and through the Academy's policies.
- 8.8 The Academy recognises that academies, schools and colleges can play an important role in preventative education in respect of safeguarding and sexual violence and sexual harassment, including online. The Academy recognises the important part relationships and sex education contributes to preventative education and this is reflected in the Academy's relationships and sex education] programmes and policy.

## 9 Discrimination

- 9.1 Discrimination may be direct or indirect, or arising from disability and it may occur intentionally or unintentionally. This policy covers the following forms of discrimination:
  - 9.1.1 **Direct discrimination:** direct discrimination occurs when a person is treated less favourably than another person because of a Protected Characteristic. For example, rejecting an applicant of one race because it is considered they would not "fit in". This would be a decision based on grounds of their race and would be direct discrimination. Direct discrimination also occurs when a person is treated less favourably because of their association with another person who has a protected characteristic (other than pregnancy

or maternity). For example, if a pupil is harassed or victimised because a sibling is disabled, this would be direct discrimination against that pupil.

9.1.2 **Indirect discrimination:** indirect discrimination occurs where an individual is subject to an unjustified provision, criterion or practice which puts them at a particular disadvantage because of, for example, their sex or race. For example, a minimum height requirement would be likely to eliminate proportionately more women than men. If these criteria cannot be objectively justified for a reason unconnected with sex, they would be indirectly discriminatory on the grounds of sex.

9.1.3 **Discrimination arising from disability:** discrimination arising from disability occurs when a disabled person is treated unfavourably because of something connected with their disability and the treatment cannot be shown to be a proportionate means of achieving a legitimate aim. For example, where a pupil with cerebral palsy who is a wheelchair user is told they will be unable to attend a school trip because there is no wheelchair access available and other options are not investigated.

## 10 Harassment

10.1 This policy covers the following forms of harassment:

10.1.1 **Harassment related to a Protected Characteristic:** Harassment may occur where someone engages in unwanted conduct related to a Protected Characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading or offensive environment for that person. This covers unpleasant and bullying behaviour, but potentially extends also to actions which, whether intentionally or unintentionally, cause offence to a person because of a Protected Characteristic.

10.1.2 **Sexual harassment:** Harassment may also occur where a person engages in unwanted conduct of a sexual nature and that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading or offensive environment for that person. It is also harassment to treat someone less favourably because they have either rejected, or submitted to, sexual harassment.

10.2 The Academy will not tolerate harassment for any reason. Further information relating to the following types of harassment can be found in the relevant academy policies below:

10.2.1 Harassment relating to a protected characteristic by a pupil is likely to be contrary to the Academy's Anti-Bullying Policy and Behaviour and Discipline Policy.

10.2.2 Sexual harassment by a pupil is also likely to be contrary to the Academy's Anti-Bullying Policy and Behaviour and Discipline Policy. The Academy's response to sexual harassment is set out in the Academy's Safeguarding and Child Protection Policy and procedures.

## 11 Victimisation

11.1 Victimisation may occur where a person is treated less favourably than otherwise may be the case, because of some action (referred to as a 'protected act') that they have taken, they may take or they are believed to have taken in connection with the Equality Act 2010. Protected acts are, broadly, any actions taken by a person in good faith in connection with the Equality Act, such as making or supporting an allegation of discrimination or harassment.

11.2 It is also unlawful to victimise a child for anything done in relation to the Equality Act by their parent or sibling.

- 11.3 It is important that no one is afraid to raise genuine concerns about discrimination because of fear of retaliation. Further information may be found in the Academy's Anti-Bullying Policy and Behaviour and Discipline Policy.

## 12 Admission

- 12.1 **Applicants:** the Academy accepts applications from, and admits pupils irrespective of their gender reassignment, race, disability, sexual orientation, pregnancy and maternity, or religion or belief or special educational needs (**SEN**). The Academy will not discriminate on any of these grounds in respect of the terms on which places are offered.
- 12.2 **Admission Arrangements:** The Academy's Admission Arrangements (which includes its Admission Policy and all other admission related documents) reflects the Academy's approach towards equal opportunities for prospective pupils and is consistent with this policy.

## 13 Education and associated services

- 13.1 **Equal access:** The Academy will afford all pupils equal access to all benefits, services, facilities, classes and subjects including all sports, irrespective of their sex, gender reassignment, race, disability, sexual orientation, pregnancy and maternity, or religion or belief or special educational needs, subject to overriding considerations of safety and welfare.
- 13.2 **Positive action:** The Academy may afford pupils of a particular racial group, or pupils with a disability or special educational needs, access to additional education or training to meet the special needs of the pupils in that group, for example, special language training for groups whose first language is not English.
- 13.3 **Suspensions and exclusions:** The Academy will not discriminate against any pupil by suspending or excluding them from the Academy, or by subjecting them to any other detriment, on the grounds of their sex, gender reassignment, race, disability, sexual orientation, pregnancy and maternity, or religion or belief, or special educational needs. Before any decision to exclude a pupil is taken, the Head will consider whether the decision may be discriminatory.
- 13.4 **Teaching and educational materials:** Efforts are made to recognise and be aware of the possibility of bias (for example, on the grounds of sex or racial), so that this can be eliminated in both the Academy's teaching and learning materials and teaching styles. Materials are carefully selected for all areas of the curriculum so as to avoid stereotypes and bias. Attainment gaps are considered where these exist between certain groups of pupils.
- 13.5 **Pupil interaction:** All pupils are encouraged to work and play freely with, and have respect for, all other pupils, irrespective of their sex, gender reassignment, race, disability, sexual orientation, religion or belief, or pregnancy and maternity or special educational needs, subject to considerations of safety and welfare. Positive attitudes are fostered towards all groups in society through the curriculum and ethos of the Academy, and pupils will be encouraged to question assumptions, stereotypes and negative behaviours and practices. The Academy's PSHE and relationships education/ relationships and sex education curriculum encourages respect for other people, with particular regard to the Protected Characteristics.
- 13.6 **Bullying:** Bullying is always unacceptable and will not be dismissed as being normal or as "banter", "just having a laugh", "boys being boys" or simply "part of growing up". The Academy will not tolerate bullying (including cyberbullying, prejudice based bullying and discriminatory based bullying) for any reason and adopts a zero tolerance approach. The Academy is aware of its duty under the PSED to foster good relations, and has consideration to the following types of bullying that may disproportionately affect those with a protected characteristic:
- 13.6.1 Bullying relating to race, religion, belief or culture;



- 13.6.2 Bullying related to SEN, learning difficulties or disabilities;
- 13.6.3 Bullying related to appearance or health conditions;
- 13.6.4 Bullying relating to sexual orientation;
- 13.6.5 Bullying of young carers or looked after children or otherwise related to home circumstances;
- 13.6.6 Sexist or sexual bullying or bullying related to gender reassignment. See the Academy's Anti-Bullying Policy.

## 14 School uniform

- 14.1 **The School Uniform is consistent with this policy:** The same School Uniform applies equally to all pupils, irrespective of their sex, gender reassignment, race, disability, sexual orientation, pregnancy and maternity, or religion or belief or special educational needs, subject to considerations of safety and welfare. However, the Academy will consider reasonable requests to alter the school uniform, for example, for genuine religious requirements and reasonable adjustments for disabled children.
- 14.2 **Symbols of faith:** Certain hairstyles, items of jewellery, such as the Kara bangle worn by Sikhs, and certain items of headwear, such as the turban and headscarves, may be worn by pupils when doing so is genuinely based on manifesting religious or racial beliefs or identity. This is subject to considerations of safety and welfare and the Academy's School Uniform (for example, in respect of the Academy's colours). Where there is uncertainty as to whether an item may be worn under this section, this must be referred by the pupil or their Parents to the Head, for determination, seeking advice as appropriate. Where the pupil and/or Parents are unhappy with the decision made, it is open to them to submit a complaint in this respect under the Academy's Complaints Policy.
- 14.3 **Disabled pupils:** Reasonable adjustments may be required to the school uniform for disabled pupils who require them. The pupil or their Parents should refer the matter to the Head to ensure all reasonable adjustments are made to accommodate the pupil.

## 15 Religious belief

- 15.1 **Religion:** The Academy's religious ethos, services and school timetable are set in accordance with the Christian tradition, but the Academy respects the right and freedom of individuals to worship in accordance with other faiths, or no faith, subject always to their respecting the rights and freedoms of the Academy's community as a whole and considerations of safety and welfare.

## 16 Special educational needs and disability

- 16.1 **Our approach:** We are an inclusive Academy which welcomes members of the Academy's community with disabilities and special educational needs. We maintain and drive a positive culture towards inclusion of disabled people and those with special educational needs in all the activities of the Academy and we will not treat a member of the school community less favourably on these grounds without justification.
- 16.2 The Academy will do all that is reasonable to ensure that the Academy's curriculum, ethos, culture, policies, procedures and premises are made accessible to everyone. Our Special Educational Needs and Disability (SEND) Policy is consistent with this policy.
- 16.3 **Reasonable adjustments:** The Academy has an on-going duty to make reasonable adjustments for disabled pupils and pupils with special educational needs where this falls within the definition of "disability" in respect of the education and associated services provided to ensure that such pupils are not placed at a substantial disadvantage in comparison with other pupils. This is a broad expression that covers all aspects of school life, for example:

- 16.3.1 The curriculum;
  - 16.3.2 Classroom organisation and timetabling;
  - 16.3.3 Access to the Academy's facilities;
  - 16.3.4 Clubs and visits;
  - 16.3.5 School sports; and
  - 16.3.6 The Academy's policies.
- 16.4 Reasonable adjustments may typically include:
- 16.4.1 Allowing extra time for a dyslexic child to complete a 11+ test or public examination;
  - 16.4.2 Providing examination papers in larger print for a child with a visual impairment;
  - 16.4.3 Rearranging (but not reducing) the timetable to allow a pupil to attend a class in an accessible part of the building;
  - 16.4.4 Arranging a variety of accessible sports activities.
- 16.5 The Equality Act 2010 requires all schools to provide auxiliary aids and services for disabled pupils as part of a duty to make "reasonable adjustments". The Academy will carefully consider any proposals and will not unreasonably refuse to provide such aids and services.
- 16.6 As well as providing educational services, the Academy provides services to the public, for example at:
- 16.6.1 Open days;
  - 16.6.2 Parents' evenings;
  - 16.6.3 Facilitating meetings with parents, for example as part of the Academy's complaints procedures or as part of the statutory exclusions process;
  - 16.6.4 Concerts and plays;
  - 16.6.5 Use of sports facilities.
- 16.7 When providing such services, the Academy will make reasonable adjustments to ensure that disabled people are able to use the Academy's services as far as is reasonable to the same extent and standard as non-disabled people.
- 16.8 For reasonable adjustments for staff, please see the Equal Opportunities Policy for Staff.
- 16.9 **Informing the Academy:** Once a place has been accepted for a prospective pupil, the Academy will ask all parents to complete an enrolment form. This will include questions to gather key information in relation to a prospective pupil's special educational needs or learning difficulty at their child's previous school or elsewhere. Confidential information of this kind will only be shared within the Academy on a "need to know" basis to ensure that teachers are given any necessary information about a child's special educational needs and learning difficulties, and that teaching practices are appropriate.
- 16.10 Parents should notify the Academy immediately if their child's progress or behaviour causes concern so that the Academy can discuss and agree a strategy with the parents.

16.11 At all stages, the Academy and SENCO will work in consultation with the parent and pupil to seek to ensure that all support and outcomes are appropriate to the pupil's needs.

16.12 **Access:** The Academy will monitor the physical features of its premises to consider whether disabled users of the premises are placed at a substantial disadvantage compared to other users. Where possible and proportionate, the Academy will take steps to improve access for disabled users of the premises. The Academy has an Accessibility Plan, which is kept under review and revised as necessary.

## 17 Pupils with EHC Plans

17.1 The Academy's Special Educational Needs and Disability (SEND) Policy includes details about the welfare and educational provision for pupils with EHC Plans.

## 18 Pupils with English as an additional language

18.1 Pupils with English as an additional language will receive additional learning support if necessary. The Academy will consult with the pupil and the Parents as appropriate.

18.2 **Language and culture:** The Academy will ensure that:

18.2.1 Home-school links are made to involve Parents directly in the work of the Academy;

18.2.2 Interpretation and translation services are made available as quickly as possible;

18.2.3 Links are established within the local community;

18.2.4 Staff work effectively with other local services;

18.2.5 Learning support for ethnic minority pupils is efficient and effective;

18.2.6 Provision is made for spiritual, moral, social and cultural education, supported by appropriate resources and information; and

18.2.7 Pupils' names should be accurately recorded and correctly pronounced. Pupils should be encouraged to accept and respect names from cultures other than their own.

## 19 Provision for pupils with particular religious, dietary, language or cultural needs

## 20 Training

20.1 The Academy ensures that regular guidance and training is arranged on induction and at regular intervals thereafter so that staff and volunteers understand what is expected of them by this policy and have the necessary knowledge and skills to carry out their roles.

20.2 The level and frequency of training depends on the role of the individual member of staff.

20.3 The Academy maintains written records of all staff training.

20.4 Staff will be trained to understand the types of disabilities and how to deal with pupils who are disabled. Staff will not be expected, unless medically qualified or trained, to administer medication.

## 21 Risk assessment

21.1 Where a concern about a pupil's welfare is identified, the risks to that pupil's welfare will be assessed and appropriate action will be taken to reduce the risks identified.

- 21.2 The format of risk assessment may vary and may be included as part of the Academy's overall response to a welfare issue, including the use of individual pupil welfare plans (such as behaviour, healthcare and education plans, as appropriate). Regardless of the form used, the Academy's approach to promoting pupil welfare will be systematic and pupil focused. Please see clause 6 for details of the individuals with responsibility for carrying out, monitoring, implementing and reviewing the effectiveness of risk assessments under this policy. See also the Academy's Risk Assessment for Pupil Welfare Policy.

## 22 Record keeping

- 22.1 All records created in accordance with this policy are managed in accordance with the Academy's policies that apply to the retention and destruction of records.
- 22.2 The information created in connection with this policy may contain personal data. The Academy's use of this personal data will be in accordance with data protection law. The Academy has published privacy notices on its website which explain how the Academy will use personal data.

## 23 Version control

Date of adoption of this policy	December 2016
Date of last review of this policy	November 2021
Date for next review of this policy	January 2023