

## Equal Opportunities Policy

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*THIS POLICY REFERS TO ALL PUPILS INCLUDING THOSE IN EYFS*

## Equal Opportunities Policy

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## Equal Opportunities Policy

Please read in conjunction with the Nottingham High School Accessibility Policy, Admissions Policy, Misbehaviour and Exclusions Policy, Procedure on Responsible Behaviour in Cyber Space, Anti-Bullying Policy, Support for Learning Policy and School Behaviour and Discipline.

Promoting equal opportunities is fundamental to the aims and ethos of Nottingham High 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 for the next stage in their life. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Nottingham High School is 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 an academically selective school 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 with special needs and disabilities, and refer parents to our policy covering Support for Learning in both the Senior and Infant and Junior School. The School has a duty to make reasonable adjustments for disabled students in respect of educational and associated services provided to ensure that such students are not placed at a substantial disadvantage in comparison with other students.

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, subject to available funds. Details of our provision for bursaries can be found on our website or obtained from the Director of Finance & Operations.

### Code of Conduct

The Headmaster, Senior Management Team, pastoral staff, and medical staff play an active role in monitoring the implementation of the School's policy on equal opportunities. Use is made of assemblies, GEP, Religious Studies, Drama, English 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.
- Promote the Spiritual, Moral, Social and Cultural agenda and British Values.
- 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 is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination.

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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.

### Monitoring

Nottingham High School monitors its equal opportunities policy regularly and reviews it with the governors [annually] in order to ensure its effectiveness. As part of that process, we invite all parents of candidates for our entrance exams, together with all parents who accept places at the school for their child to complete an anonymous ethnic monitoring form. [The form uses the same ethnic categories as the Government uses in the national census]. When the completed forms arrive at the school, they are separated from any other material that might identify the individual child. The data is logged onto a computer spreadsheet by year of both entrance examination and entry. The individual forms are then shredded.

Under no circumstances would we link our ethnic monitoring data with our student records.

All Equal Opportunities information is treated as sensitive personal data and handled in accordance with the requirements of the General Data Protection Regulations.

### English as an Additional Language

In order to cope with the academic and social demands of Nottingham High School, students must be fluent English speakers. Students who have EAL will be assessed and support provided where necessary.

### Provision for students with particular religious, dietary or cultural needs

Nottingham High School can provide for most special dietary requirements whether related to allergen, intolerance or for religious or cultural reasons. Individual food care plans are created for students with allergies and catering staff have regular training on allergens and ensure all food is correctly labelled.

Although Nottingham High School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for Jews, Hindus, Muslims etc to practice their own faiths. Most school assemblies are non-denominational and where parents wish to withdraw their child from religious assemblies or events, they may write to the Headmaster.

Through the pastoral structure the School makes every effort to support individual students with specific cultural needs.

### Requests for Variation in the School Uniform

Parents should be aware that all pupils at Nottingham High School are required to wear a uniform until the end of Year 11, and that a strict "business dress" code operates for Years 12 and 13. The Headmaster will consider written requests from parents for variations in the uniform on religious

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grounds that are consistent with the School's ethos. The Headmaster may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

Certain items of jewellery and/or headwear may be worn by students when doing so is based on religious or racial identity subject to considerations of health and safety.

### Complaints

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy; however copies of the school's complaints procedure can be sent to you on request.