

# Equal Opportunities Policy (Students)

William Hulme's Grammar School (WHGS) is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant merits and abilities. This commitment is shared by pupils, staff, parents and governors.

WHGS opposes all forms of unlawful or unfair discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, sexual orientation, trade union membership, disability, political views and religious beliefs, and aim to ensure equal treatment for all.

## Key Requirements

WHGS will make arrangements to ensure that no individual or group is disadvantaged in accessing the range of curricular and extra-curricular experiences on offer.

WHGS will ensure that curriculum resources reflect and celebrate diversity.

### 1. Aims and Objectives

The desired outcomes of this policy are to ensure that, as far as is reasonably practicable and within the available resources, in William Hulme's Grammar School:

- 1.1. Guidance is given on subject choices and careers so as to encourage students to consider non-stereotypical opportunities.
- 1.2. Effective induction arrangements and home-school links are put in place.
- 1.3. Interpretation and translation services are used appropriately.
- 1.4. Links are developed with local communities and their leaders.
- 1.5. There is effective liaison with other local service providers.
- 1.6. There is a positive affirmation of cultural and linguistic diversity.
- 1.7. Appropriate arrangements exist to support the spiritual, moral, social and cultural education of all students.
- 1.8. Appropriate arrangements exist to support the education of individuals who experience long-term absence as a result of cultural demands.

### 2. Roles and Responsibilities

- 2.1. The Principal, together with the LGB, has overall responsibility for ensuring that this policy is implemented, and that training is provided for staff in order that the policy is effective.
- 2.2. The Principal is responsible for the systematic monitoring and review of the procedures put in place to implement this policy.

- 2.3. Senior managers are responsible for ensuring that appropriate arrangements are put in place to monitor and record the progress and performance of potentially disadvantaged students. This should include:
- (a) Identifying, investigating and addressing any parents with respect to academic performance, attendance, rewards and sanctions.
  - (b) Ensuring that there are effective procedures for reporting and responding to any incidents of harassment or bullying.
- 2.4. Senior managers are responsible for recording incidents that breach this policy and archiving these for 10 years.
- 2.5. Teachers are responsible for ensuring that as far as possible:
- (a) Teaching methodology and classroom management includes and engages all students.
  - (b) Stereotypes and stereotypical activities are effectively challenged.
  - (c) Cultural bias is avoided.

### 3. Sanctions

- 3.1. Sanctions may be exercised against any form of discrimination by any person within William Hulme’s Grammar School.

### Policy Information and Review

<b>Designated Lead Person/s</b>	Vice Principal (PDBW) – Mr K Khalique
<b>Reviewed</b>	Every two years
<b>Date of last review and by whom</b>	April 2024
<b>Nominated Governor</b>	N/A
<b>Ratification by Local Governing Body</b>	N/A
<b>Next Review Date</b>	April 2026

