

KIRKHAM GRAMMAR SCHOOL

POLICY DOCUMENT

EQUAL OPPORTUNITIES

This is a whole-school policy and is applicable to Kirkham Grammar Senior School (KGS) and Kirkham Grammar Junior, Infant and Pre-School (KGJS).

Policy number: 14	Originating date: February 1998	Date last reviewed: March 2024	Next review: March 2027
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This policy operates within the context of Kirkham Grammar School, a selective co-educational independent school, in support of the school's aims and objectives, consistent with the school's traditions and without detriment to the effective management of the school by the Head/Headmistress and Board of Governors.

Kirkham Grammar School wholeheartedly supports the principle of equal opportunities in employment and education as outlined in the Equality Act, 2010. The aim of this policy is to ensure that no employees, pupils or applicants receive less favourable treatment on the grounds of their sex, marital status, race, nationality, ethnic or national origin, age disability or sexual orientation or is disadvantaged by conditions or requirements which cannot be shown to be justified and to ensure all employees and pupils are given an equal opportunity to progress within the school.

To this end, Kirkham Grammar School operates the following principles:

For employees:

- Recognises its legal obligation to pursue not only the letter of the law but also the spirit of the law in relation to protected characteristics.
- Ensures that individuals are selected, promoted and treated on the basis of their relative merits and abilities and will review the criteria from time to time.
- Provides training and guidance for all members of staff to perform their jobs effectively within the spirit of this policy.
- Permits any employee who considers that unfair treatment has been applied within the scope of this policy to raise the matter through the grievance procedure.
- Initiates disciplinary action if any employee is found to be acting unlawfully within the scope of this policy.

For pupils:

- Ensures that pupils are selected, promoted and treated on the basis of their relative merits and abilities and will review the criteria from time to time.
- Requires Heads of Department to ensure that their subject is open and accessible to all, especially with an eye to gender stereotyping.
- Encourages all classroom teachers to be sensitive to equal opportunities issues, and to be aware of their duty to encourage open and pluralist attitudes

The Board of Governors fully supports the aims and objectives of this policy and will support those with the responsibility for its implementation.

Kirkham Grammar School
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