

**This is the Sutton Grammar School Trust's statement of its public sector equality duty relating to the activities of the Trust and the School. The Trust's policy is to ensure all staff and students work in an inclusive environment free from harassment or bullying of any description.**

### **Admissions**

The Trust operates a selective school. Entry to the School is defined in the Admissions Policy. The School admits boys at year 7 and boys and girls at year 12.

Entry at Year 7 is determined by rank order in the admissions tests run by the School. The tests are designed to be accessible to any boy who has received a good standard of primary education in English and mathematics in the state sector - broadly equivalent to level 5 in English at key stage 2 and level 6 in maths.

The admissions policy provides for two categories of entry; 75 places for boys living within certain post codes which includes local areas with the greater levels of deprivation; and 60 places for boys who may be from within that restricted area or from further afield.

Appropriate adjustments are made for any candidate with a special educational need who wishes to take the test. The special need must be confirmed by the primary school. The number of applicants in this category varies from year to year and it is not a quantifiable objective.

Entry at Year 12 is open to all students from the School's Year 11 who meet the admissions standard set out in the Admissions Policy. Other applicants, both male and female, must meet the same standards but entry is subject to space on courses. This is the only restriction.

*Equality Objective: In the interest of fairness additional places in the sixth form are made subject to academic criteria with no priority for gender differences.*

### **Educational Outcomes**

The Trust's objective is to produce well-rounded individuals who can reach their full potential including gaining places at the best universities or preparing themselves for professional careers.

The Trust's objective that all students achieve five passes at Level 4-9, previously A\*-C, at GCSE. In the period 2011 to 2017 all boys who took the GCSE examinations at the end of Year 11 met this standard.

There is additional funding for certain categories of student. The Trust's policy is that no student shall be deprived from participation in any activity. The Pupil Premium Statement which explains how this additional funding is deployed for curricula and extra-curricular activities is published on the Schools' website.

Each year the Trust Board carefully analyses the KS4 educational outcomes in respect of social disadvantage – pupil premium, FSM and FSM Ever, and SEN, EAL, mobility and ethnicity. The numbers in each category vary from year to year. There has been no statistical significant difference in the outcomes. Students in these categories make no significant differences in progress compared to students in other categories.

### **Disability**

#### a) Physical disability

The Trust's policy is to make all its facilities available to physically disabled persons and to this end it has provided ramp access to the ground floors of each building. Lifts are fitted in two of the most recent buildings. Where access is not possible for a member of staff or student the timetable is re-arranged to ensure that access is available.

There are currently limitations on access to the first and second floors of the main (1926) building where the science facilities are based.

*Physical Disability Objective: Subject to public funds becoming available a lift will be installed to provide access to the first and second floors of the main building.*

#### b) Other special needs

The SEN coordinator in conjunction with pastoral leads and heads of academic departments ensures that appropriate resources are available to assist students who may be visually impaired, dyslexic or on specific education and care plans.

*Students - Special needs objective: The Trust will continue to spend significantly more per student in these categories than the additional funding provided.*

*Staff: Staff will be provided with appropriate facilities to perform the duties of the post.*

### **Exclusions**

The Trust fully supports the Headmaster's approach to discipline. Student pastoral and disciplinary procedures aim to keep the student in the School. Whilst there have been some short term exclusions there has been no permanent exclusion since the School became an academy in 2011.

### **Harassment, bullying and discrimination**

The School's ethos fosters considered enquiry, debate and discussions within the student body, by staff and between staff and students. Harassment, bullying and discrimination are not tolerated.

a) Staff

The Trust makes good pastoral care of its staff a key employment practice. Procedures are in place to manage inter-personal relationships and staff are encouraged to deal with issues as they arise and on an informal basis. Members of the SLT will always be available to discuss issues and assist with their resolution. Formal grievance procedures are in place.

The Trust's employment rules make harassment, bullying and discrimination disciplinary offences which, if proved, may lead to dismissal.

*Staff Objective: There have been no incidents requiring formal action and the Trust will maintain its policy of providing high quality pastoral care for its staff.*

b) Students

Students are expected to debate issues in a considered way showing respect for the opinions of others. The School provides opportunities for students to demonstrate that they have the understanding, skills and behaviours to equip them to take a full part in society.

The School conducts anti-bullying reviews and other surveys. Students are fully aware of the different forms of bullying and know how to report cases of bullying, derogatory or aggressive behaviour.

In the most recent survey 86% of students said they felt extremely safe at the School. 93% said they had friends to support and help them. The proportion of students who claimed that there was "lots of bullying" was below 5%.

A counsellor is available to students for confidential discussions regarding mental health, family, and social matters.

*Student Objective: The School will continue to work to improve the students' attitude to harassment, bullying, and discrimination and improve the students' attitudes as evidenced by regular research.*

## **Employment**

The Trust operates a grammar school. On this basis it seeks to recruit the highest quality staff for both teaching and support. It does this without reference to age, gender, disability, sexual orientation or religious affiliation. Staff are loyal and turnover low. 45 members of staff have served the School for over 10 years; with 16 having served over 20 years.

The current ethnicity of the staff is:

		AIND	AOTH	APKN	BAFR	BCRB	BOTH	CHNE	MOTH	MWAS	MWBA	NOBT	WBRI	WIRI	WOTH
male support	10	0	0	0	2	0	0	0	0	0	0	0	7	1	0
male teacher	40	0	1	0	1	1	0	0	0	1	0	0	32	1	3
female support	23	2	1	0	0	0	0	1	0	0	0	1	17	0	1
female teacher	22	2	2	0	0	3	0	0	0	0	0	0	10	1	4
	95	4	4	0	3	4	0	1	0	1	0	1	66	3	8

When recruitment is necessary people are recruited on the basis of their professional, academic and technical suitability for the post.

### **Management Structure**

	Male	Female
Senior Leadership	3	2
Heads of Faculty/Department	12	8
Pastoral Leaders	3	2

As stated under Employment staff turnover is low and the management structure reflects the historic nature of the employment by the Trust and its predecessor schools.

Following an open recruitment a new, female, deputy head has been appointed from September 2018.

*Objective: Promotion opportunities will be openly advertised internally and appointments made on the basis of professional suitability. If no internal candidate is suitable the post will be advertised externally. The Trust will always advertise externally for the most senior posts.*

### **Employment Policies**

The Trust's employment policies aim to ensure that there is no discrimination in respect of any of the nine protected characteristics. The policies fully comply with statutory requirements.

The Trust has both full time and part time employees. Staff are on personal contracts; all posts are graded and part time staff are paid proportionately.

A female member of staff confirming her pregnancy is fully informed of her rights under maternity legislation. Paternity and adoption leave are available. Staff are able to apply for flexible working following pregnancy or as part of a structured workload reduction prior to retirement.

*Objective: Continue to ensure that all employment policies fully comply with the appropriate legislation and statutory guidance and are applied accordingly.*