



## Equal opportunities policy for pupils

Promoting equal opportunities is fundamental to the aims and ethos of Newcastle School for Boys. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Newcastle School for Boys is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief or sexual orientation. We are a 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.

The School also welcomes applications from pupils with special needs and disabilities, and refer parents to the School's ***Support for learning policy*** and ***Disability policy***.

The School also promotes equality of opportunity through its ***Accessibility plan***.

Assistance with fees is offered for boys in Year 3 and above in order to make it possible for as many as possible who meet the School's admission criteria to attend the School. Details of our provision for assistance with fees can be obtained from the Bursar.

### CODE OF CONDUCT

The Headmaster, the senior leadership team and pastoral staff play an active role in monitoring the implementation of Newcastle School for Boys' policy on equal opportunities. Use is made of assemblies, PSHEE, Religious Studies, 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.
- 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 unlawful and unacceptable; our ***Behaviour management*** and ***Anti-bullying*** policies contain clear procedures for dealing with unlawful discrimination.

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

Newcastle School for Boys monitors its ***Equal opportunities policy*** regularly and reports to the governors in order to ensure its effectiveness. As part of that process, we seek to invite all parents of candidates for our entrance exams, together with all parents who accept places at the School for their son 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 do we link our ethnic monitoring data with our pupil records. We hope that all prospective and new parents will feel able to participate in the ethnic monitoring scheme.

### ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the academic and social demands of Newcastle School for Boys, pupils must either be, or be capable of becoming, fluent English speakers. Normally, pupils should have been educated in the English medium before coming to the school. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

### REQUESTS FOR VARIATION IN SCHOOL UNIFORM

Although Newcastle School for Boys, 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 them to practice their own faiths. However, parents should be aware that all pupils at Newcastle School for Boys are required to wear a uniform until Year 12, 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 grounds that are consistent with the School's ethos and its policy on health and safety. The Headmaster may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

### COMPLAINTS

We hope that you and your child do not have any complaints about the operation of our ***Equal opportunities policy***; but the School's ***Complaints procedure*** is available on our website or can be sent to you on request.

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