Equal Opportunities Policy

Shrewsbury School

September 2026

This policy should be read in conjunction with various other School policies including: the *SEN and Learning Difficulties Policy* with accompanying *Accessibility Plan*, the *Boarding Principles and Practices* document, the *Anti-Bullying Policy*, *EAL Policy*, *Pupil Behaviour Policy*, the *Complaints Procedure Pupils*, the *Child Protection and Safeguarding Policy* and the School's *Yellow Card*, all of which are available to parents upon request.

Shrewsbury School is committed to safeguarding and promoting the welfare of all pupils in our care and our ethos is positive and inclusive. It is acceptance rather than tolerance that underpins our vision of boarding life and Salopians are taught to celebrate and appreciate diversity. Kindness, care and unconditional respect lie at the very fabric of community life. The School is committed to securing equitable opportunity through the creation of an environment in which individuals are treated on the sole basis of their respective merits and abilities. This commitment is shared by all members of staff and Governors.

Discrimination based on differences in sexual orientation, sex, religion or belief, race, pregnancy or maternity, marriage or civil partnership, gender re-assignment, disability or age is not tolerated at Shrewsbury School. We are an academically selective school and we believe that the educational experience is enriched if children are exposed to a wide range of cultural experiences. Generous bursaries are available so that as many pupils as possible who meet the School's admissions criteria are able to attend.

The School views discrimination as a serious offence, be it by a pupil or a member of staff. Where pupils are suspected of discrimination the matter will be investigated in accordance with published guidelines in the *Anti-Bullying Policy*. Where appropriate the School will apply sanctions in line with those for serious acts of bullying. This may include suspension or in grave circumstances a pupil may be required to leave the School. Where a member of staff is subject to such an allegation the procedures outlined in the *Staff Code of Conduct*, *Disciplinary Policy* and *Complaints Procedures* will be followed.

As a school we appreciate the importance of providing an appropriately challenging, stimulating, enriching and enjoyable educational experience for all pupils. Shrewsbury School acknowledges its responsibilities set out both in law and also in recognised best practice within the educational sector. Pupils who have been identified as having a particular / special educational need are supported, included and valued within the School community. We undertake to work with all members of the School community, as well as external agencies where appropriate, to ensure that any form of discriminatory behaviour is treated seriously and that appropriate action is taken as and when required.

The following policy document has been produced in line with the guidelines provided in The Equality Act 2010 and the National Minimum Standards for Boarding Schools 2022.

Pupils

Shrewsbury School implements the above principles in a variety of ways including the following;

- The policy is known and understood by staff, pupils and parents. It is available on the staff area of the intranet as well as on the School website.
- Matters relating to this topic are regularly reviewed at Leadership Team meetings and associated policy documents are updated annually.
- The Learning Support department actively monitors the learning patterns of those pupils with specific learning differences. Where appropriate, the School may call upon a range of external specialists to provide additional guidance and support.
- Equal Opportunity matters are regularly discussed in House tutor group meetings and are also covered in whole staff INSET.
- The Headmaster refers to related matters in whole-school assemblies and HSMs discuss them at House meetings which pupils attend.
- The Tutor programme encourages pupils to discuss a wide range of issues relating to discrimination and prejudice.
- The School Praepostors are able to raise any concerns with the Headmaster, Senior Deputy Head or Deputy Head Pastoral.
- The School and House Councils provide forums for pupils to discuss any issues that may be concerning them.

- The Chaplain uses a variety of stimulus material to discuss contemporary issues through chapel services.
- The message of equal opportunities is regularly covered in the classroom setting most notably through the School's PSD programme.
- Monitoring the needs of individual pupils through effective pastoral care is central to our approach. In its broadest sense this involves all members of the teaching staff although the role of HSM and tutors is crucial.
- Support staff also have a role to play and House matrons in particular are actively involved in this key area of education.

Members of Staff

To ensure the elimination and prevention of discrimination and the promotion of equity of opportunity in employment; Shrewsbury School is committed to the following principles and practices.

Sex Discrimination

Unless the job is covered by a statutory exception we will not discriminate directly or indirectly on the grounds of sex, gender assignment, sexual orientation, pregnancy or maternity, marital status or civil partnership:

- In the arrangements made for deciding who should be offered a job,
- In any terms of employment, including pay,
- By refusing or omitting to offer a person employment,
- In the way we afford access to opportunities for promotion, transfer or training,
- In the manner in which employment is offered or in affording access to any benefits, facilities or services,
- By victimizing an individual for a complaint made in good faith about sex, gender assignment, sexual orientation, pregnancy or maternity discrimination or for giving evidence about such a complaint,
- In connection with redundancy or termination of employment however caused or by treating an employee unfavourably in any other way.

Race Discrimination

Our equal opportunity policy aims to ensure that:

- No job applicant or employee receives less favourable treatment than another on racial grounds.
- No applicant or employee is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect on their racial group and which cannot be shown to be justifiable on other than racial grounds.

We will not:

- Discriminate on racial grounds in recruitment, promotion, transfer or training, nor in the arrangements made for recruitment and in the ways of affording access to opportunities for promotion, transfer or training
- Discriminate on racial grounds in connection with dismissal, redundancy or any other termination of employment or other detriment to an employee
- Discriminate on racial grounds in appraisals of employee performance or in the operation of grievance disputes and disciplinary procedures
- Discriminate on racial grounds in affording terms of employment and providing benefits, facilities and services for employees
- Victimise individuals who have made allegations or complaints of racial discrimination or provided information about such discrimination

Disability Discrimination

In connection with dealings in relation to persons with a disability:

- We will not discriminate against disabled people or those who have been disabled
- We will make any reasonable adjustments of our employment arrangements or premises which place disabled people at a substantial disadvantage compared with non-disabled people

- We will not treat a disabled employee or disabled job applicant less favourably for a reason relating to the disability than others to whom that reason does not apply unless the reason is material to the particular circumstances and substantial
- We will not knowingly help another to unlawfully discriminate against a disabled employee
- We will not discriminate against a disabled person in the arrangements made for determining who should be offered employment or by refusing to offer, or deliberately not offering, employment
- We will not discriminate against a disabled person whom we employ in terms of the employment we offer them; in the opportunities, which we afford them for promotion, a transfer, training or receiving any other benefit; by refusing to afford them or deliberately not affording them any such opportunity; by dismissing them or subjecting them to any other detriment

Religion or Belief
Shrewsbury School is a Christian foundation. However, unless a particular job is covered by a statutory exception we will not discriminate directly or indirectly on religious grounds.

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way we afford access to opportunities for promotion, transfer or training
- In the manner in which employment is offered or in affording access to any benefits, facilities or services
- By victimising an individual for a complaint made in good faith about discrimination on religious grounds or for giving evidence about such a complaint
- In connection with redundancy or termination of employment however caused or by treating an employee unfavourably in any other way

Age Discrimination
In connection with any dealing in relation to age, we will not discriminate:

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way we afford access to opportunities for promotion, transfer or training
- By victimising an individual for a complaint made in good faith about discrimination on the grounds of age or for giving evidence about such a complaint
- In connection with redundancy or termination of employment however caused.

The above policy document complies with The Equality Act 2010.
National Minimum Standards for Boarding Schools (2022), Standard 16

Owner: ET - Senior Deputy Head
Reviewed September 2026
Next review September 2027