CITY OF LONDON SCHOOL FOR GIRLS

PUPIL EQUAL OPPORTUNITIES POLICY

Policy last reviewed by:	Susannah Gilham, Clare White
Date policy last reviewed:	November 2025
Approved by:	Board of Governors
Date of approval:	5th December 2025
Next review due:	December 2026

This policy should be read in conjunction with:

- Recruitment Policy
- Grievance Procedure (CoL)
- Disciplinary Procedure (CoL)
- Staff Code of Conduct (CoL)
- Health, Safety and Wellbeing Policy
- Admissions Policy
- SEND Policy
- Anti-Bullying Policy
- Code of Conduct for Pupils
- Behaviour Policy
- Complaints Policy
- Equal Opportunities in Employment Policy (CoL)

Policy

CLSG is an equal opportunities school. We welcome pupils from all ethnic groups and creeds, and human rights and freedoms are respected. All pupils are treated in the same way, regardless of sex, colour, belief, gender reassignment, sexual orientation, pregnancy, maternity, race or disability. The School complies with the SEND Code of Practice and the Equality Act 2010, in order to accommodate the needs of applicants and allow them access to the curriculum and public examinations.

The School is committed to ensuring that its students work in an environment that respects and values difference and diversity. Discrimination, bullying and harassment are not tolerated in the School.

Staff are regularly trained to ensure that fair treatment is not influenced by personal or unconscious bias.

Procedures

All staff have a duty to act in accordance with the policy and all pupils are requested to co-operate to ensure that the policy is implemented in full. The School aims to manage pupil problems fairly.

Admissions

The School's Admissions criteria are objective and are consistently applied. They focus on the prospective pupil's academic and all-round potential and school record. Race, religion, ethnic or national origin, additional need disability, are not part of the criteria applied.

We are committed to ensuring that our admissions process is conducted in a way which is transparent and fair. It is our aim to identify and admit pupils of significant academic potential regardless of their current educational setting and family circumstances.

A well-developed bursary programme enables as many as possible who meet the School's admission criteria to attend the School regardless of their family's financial circumstances.

Pupils who are Looked After or who have found permanency via adoption or a Special Guardianship Order following a period in local authority care are prioritised for places.

We welcome applications from pupils with special educational needs and/or disabilities. We follow the SEND Code of Practice and the Equality Act in order to ensure that pupils who require reasonable

adjustments can access and enjoy their school careers at CLSG. Our ethos focuses on removing barriers to learning and valuing the benefits of a neurodiversity within the pupil body.

We often accept pupils whose first language is not English but in order to access the curriculum and benefit from the wide range of opportunities offered at the School, pupils need to be fluent in English. For this reason our entrance process assumes that candidates are able readers, speakers and writers in English.

Anonymised equality data is collected as part of the admissions process.

Developing Understanding

Assemblies, PSHCEE, curriculum lessons and clubs and societies are used to:

- Promote tolerance and respect for others
- 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
- Understand why and how the school will deal with offensive language and behaviour
- Understand why the school will deal with any incidents promptly and in a sensitive manner

Transgender

We are a girls' school. As such, we will consider at the admissions stage, in adherence to our articles of association and charitable objects, only those prospective pupils who are legally defined as female. This includes any individual who has transitioned to female, and any individual who is legally recognised as female under the Gender Recognition Act (2004). While any in the school would have sympathy with the idea that gender is not binary, UK law presently recognises only two genders, male and female, and City of London School for Girls is a school free to educate girls.

Addressing Concerns

Any pupil (or their parents on their behalf) who believe they have received less favourable treatment on grounds of race, religion, ethnic or national origin or disability should first raise the issue with the Headmistress.

Complaints against other pupils will be investigated and addressed in accordance with the School's disciplinary procedures. Discrimination, bullying and harassment of any kind are not tolerated in the School; such behaviour could result in the pupil being asked to leave the School.

Complaints about the Admissions process should be raised in accordance with the Admissions Policy.

Parents of pupils currently at the school may raise complaints formally with the School through the Complaints policy.

Discrimination

Discrimination may occur deliberately or inadvertently. Direct and indirect discrimination, victimisation and harassment are covered by this policy and are defined as follows:

Direct discrimination – treating someone less favourably because of a protected characteristic: their association with somebody who has a protected characteristic e.g. a parent with a disabled child; or the perception that someone has a protected characteristic.

Indirect discrimination – applying a criteria, provision or practice which places a group of people at a disadvantage because of a protected characteristic which cannot be objectively justified.

Harassment – when unwanted conduct related to a protected characteristic causes a distressing humiliating or offensive environment for that person.
Victimisation – treating a pupil unfairly who has made or supported a complaint about discrimination.

There are nine protected characteristics covered by the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Disability Discrimination

A disability is defined as any medical condition which has a substantial and long-term effect on a person's ability to do normal day to day activities. Some conditions are covered as soon as they are diagnosed.

Pupils are encouraged to notify the relevant Head of Section or the Deputy Head (Pastoral) if they have ongoing health issues which are causing difficulties at school or which are of concern generally. The School is often able to provide assistance by considering reasonable adjustments. These are often simple to put in place but can make a significant difference.

Addressing Concerns

Any concerns about equality related issues should be reported to the relevant Head of Section or the Deputy Head Pastoral or, if that is not appropriate, a member of the Senior Management Team. All issues relating to discrimination, harassment and bullying are taken extremely seriously in the School and complaints will be investigated in line with the Anti-Bulling policy and the Safeguarding and Child Protection policy.