	The Gregg Schools Trust Proprietor of The Gregg Schools	Document Owner: Education Committee
	Equal Opportunities (Students) Policy	Updated: April 2026

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The Gregg Schools Trust ("The Trust") is the parent company of The Gregg Schools, and for the purposes of the Independent Schools Standards Regulations (ISSRs) is identified as the Proprietor.

From the date of this policy until 31st August 2026, the Trust operated two schools:

- The Gregg Preparatory School in Winn Road, Southampton - a co-educational day school and pre-school for 4 to 11 year olds.
- The Gregg School at Townhill Park House, Townhill Park, Southampton - a co-educational day school for 11 to 16 year olds. This school is situated in buildings and grounds owned by the Trust.

From 1st September 2026, the two schools will merge onto the Townhill Park House site and the Winn Road building will close. As such, a material change will take place.

The Gregg School ('the School') will become an all-through school, providing high quality education for students aged 4 to 16 years.

This policy and procedure is applicable to all members of staff at both schools through until 31 August 2026, and continues to be applicable to all staff at the all-through school from 01 September 2026.

Promoting equal opportunities is fundamental to the aims and ethos of The Gregg Schools Trust ('the Trust'). The Trust welcomes applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our students/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. The Trust is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. We are not academically selective. 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.

We also welcome applications from students/pupils with special needs and disabilities, and refer parents to our Admissions policy for further details. Bursaries are offered to facilitate as many as possible who meet the Trust's admission criteria to attend. Details of our provision for bursaries can be found on our website or obtained from the Bursar's Office.

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CODE OF CONDUCT

The Headteacher, Senior Leadership Team, pastoral staff and first aid staff play an active role in monitoring the implementation of the Trust's policy on equal opportunities. Use is made of assemblies 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 is unlawful and unacceptable; the Trust's Behaviour and Discipline 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 Trust's ethos of tolerance and respect.

REASONABLE ADJUSTMENTS

The Trust endeavours to make reasonable adjustments which allows it to uphold the code of conduct and our ethos. Parents should be aware that all students are required to wear a uniform and adhere to the expectations around dress code for safeguarding purposes.

The Headteacher will consider written requests from parents for variations in the uniform on the grounds of religious or special educational requirements that are consistent with the Trust's ethos and its policy on health and safety. The Trust has limited additional resources that are planned out annually. Specific reasonable adjustments must be discussed prior to entry, in line with our admissions process. If a student presents with the need for additional reasonable adjustments post the probationary period, these may not be able to be implemented by the Trust. There are some limitations of the school environments which are also outlined within the Accessibility policy. The Trust has high expectations around student attendance. As such, once attendance falls below 95% a student would be raised as a concern and parents contacted. As a non-specialist, mainstream environment we are unable to make significant changes to a child's curriculum or timetable, and any reduction in educational provision is subject to the agreement of the Headteacher and doesn't necessitate a reduction in fees. In cases of school refusal, the school is not resourced to supply additional work which deviates from the in-school curriculum and parents will be invited to meet with the school to discuss the suitability of the school placement in cases of persistent refusal or non-attendance.The Headteacher may take expert advice, and the school will normally arrange to meet with parents to discuss the implications of requests for reasonable adjustments.

PUBLIC EXAMINATIONS

Any student may need special considerations for support during public examinations, known as Examination Access Arrangements (EAA). The Joint Council for Qualification (JCQ) provides annual guidance to schools on how these arrangements should be applied for and implemented for examinations. Usually, these adjustments are also made for students to support their access to the curriculum which is known as a 'normal way of working'.

Applications for access arrangements are usually completed in the Spring of Year 10, prior to students taking any mock assessments, which means they are still valid for Post-16. A cognitive assessment is required to support any application, unless one is made on medical grounds. Parents will be directly

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contacted with regard to access arrangements assessments as they do incur an additional cost and full options can be discussed with the SENCo.

MONITORING

The Trust monitors its equal opportunities policy every two years, or as necessary in line with updates or incidents, in order to ensure its effectiveness.

COMPLAINTS

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy, but copies of the Trust's Complaints policy can be found on the website or sent to you upon request.

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