



Equal Opportunities Policy

April 2021

Signed:

A handwritten signature in dark ink, appearing to be 'H. L. L.', written in a cursive style.

Headteacher

Date of Policy	April 2021
SLT Lead	Headteacher
Governor Link	Chair of Governors
Date of next review	April 2022

Equal Opportunities Policy

Aims

The Governing Body of the school aims to provide an appropriate learning experience for all students, whatever their colour, origin, culture, gender, religion or ability. The school has high expectations of all students. It is the responsibility of all staff to educate against any form of prejudice or negative stereotyping and to ensure that their conduct with students and colleagues reflects this responsibility at all times.

Teaching

Teachers are responsible for ensuring that methods, language, questioning and classroom management includes and engages all students and that

- suitable resources are chosen which motivate and are sensitive to different groups, cultures and backgrounds;
- stereotypes and what are thought to be stereotypical activities are effectively challenged;
- they are aware of possible cultural assumptions and bias within their own attitudes.

Leadership and Management

Senior leaders are responsible for ensuring that appropriate arrangements are put in place to monitor the performance of potentially disadvantaged students. Measures would include:

1. prompting and facilitating the core values across the school and within actions, thoughts and words displayed
2. identifying and investigating any patterns with regard to exclusions and poor attendance in respect of particular groups;
3. monitoring differences in pupil attitudes to work and towards each other, with a view to identifying any significant patterns;
4. addressing issues such as sexual or racial harassment, bullying and hostile behaviour
5. ensuring that there are effective procedures for reporting and responding to issues such as sexual or racial harassment, bullying and hostile behaviour
6. ensuring that the performance of different groups of students is monitored and evaluated so that the particular needs of different students are met
7. provide staff development to raise awareness of differences in need and to promote strategies to raise achievement in all students
8. create an environment which affirms and supports ethnic, cultural, religious and social diversity and effectively promotes good personal, community and race relations.

Equality of opportunities

In this policy, the term “parents” means all those having parental responsibility for a child.

Where students have physical and/or learning disabilities, the school will ensure that:

- whatever arrangements are reasonable and practical, within financial constraints, are made to ensure that disabled students can gain access to the curriculum.
- the school works effectively with local services and agencies, providing coherent support.

With regard to gender, the school will ensure that:

- guidance is given on subject choices and careers encouraging
- students to consider non-stereotypical opportunities.
- gender issues are considered when preparing for, and following up, work experience.
- account is taken of positive role models when inviting speakers and representatives into the school and in the promotion of specific initiatives.

With regard to Minority Ethnic Groups, including Refugees, the school will ensure that:

- home - school links are made to involve parents directly in the work of the school
- linguistic diversity is positively recognized.
- interpretation and translation services are made available as quickly as possible
- links are established with the local community
- learning support for ethnic minority students is efficient and effective
- provision is made for the spiritual, moral, and social and cultural education, supported by appropriate resources and information
- students’ names should be accurately recorded and correctly pronounced
- Students should be encouraged to accept and respect names from cultures other than their own.

With regard to Travellers, the school will ensure that:

- travelling children are successfully integrated into the school.
- where necessary, distance learning packs are provided to support continuous learning.
- travelling children with special educational needs receive appropriate support.
- travellers cultures’ are affirmed to share and broaden experiences for all students.

Response to discrimination

All forms of discrimination by any person within the school will be treated seriously. A careful note of such incidents should be made, whether they take place in the school grounds, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable. Racist symbols, political symbols or other biased and/or offensive insignia are forbidden in the school. The display of such materials is regarded as discriminatory behaviour. Discriminatory behaviour of any kind will lead to the involvement of parents and sanctions.

Staff

The Governing Body of the school aims to support the creation of an environment that will:

- eliminate unlawful, direct and indirect discrimination and promote equality of opportunity.
- ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability, creed, marital status, nationality, race, religion, culture, gender, gender recognition or sexual orientation.
- have regard to equal terms for men and women in employment in accordance with the EC Equal Terms Directive, 2002/73/EC.
- have regard to Sex Discrimination (Gender Reassignment) regulations which prevent discrimination against transsexual people employment and vocational training.
- eradicate racial, religious or sexual harassment or discrimination and discrimination on the basis of disability and sexual orientation.
- value, celebrate and learn from the cultural diversity of its staff

The co-operation of all employees is essential for the success of this policy. Behaviour or action against the spirit or the letter of the aims on which this policy is based will be considered a serious disciplinary matter and may lead to dismissal.

Positive Action

Under-represented groups will be encouraged to apply for training and employment opportunities within the school. Recruitment to all jobs will be strictly on merit. Wherever necessary, use will be made of lawful exemption to recruit suitably qualified people to cater for the special needs of particular groups. Efforts will be made to identify and remove unnecessary and unjustifiable barriers and to provide appropriate facilities and conditions of service to meet the needs of under-represented groups.

Vacancy Advertising

The Governing Body will put in place arrangements to determine which vacancies must be advertised both internally and externally simultaneously. It is anticipated that senior posts would always be advertised externally.

Steps will be taken to ensure that knowledge of vacancies reaches under-represented groups internally and, where appropriate, externally. All vacancy advertisements will include a short statement on equal opportunities.

Selection & Recruitment

Selection criteria, including job descriptions and postholder specifications, will be kept under review to ensure that they are justifiable on non-discriminatory grounds as being essential for the effective performance of the shortlisting and the selection interview. Reasons for selection and rejection of applicants for vacancies must be recorded.

Personnel Records

Employees are able to check and correct their own records of personal details. Otherwise, access to personal records is restricted in accordance with the provisions of the Data Protection Act.

Monitoring, Evaluation and Review

The Governing Body will review this policy at least every two years and assess its implementation and effectiveness.