



Equal Opportunities Policy

Reviewed by: Pay & Staffing Committee

Version: 1

EQUAL OPPORTUNITIES POLICY (PUPILS)

Pupils will be treated fairly and legally without sexual or racial discrimination and with full regard to their age, gender or ethnic background, aptitude and any special educational needs, including physical disability.

This will be achieved by:

1. The provision of a broad and balanced curriculum which enables each pupil to develop knowledge, skills and understanding which meet his or her particular needs.
2. The maintenance of a secure learning environment which promotes both self respect and respect for others and which avoids bias, stereotyping or prejudice.
3. The provision of opportunities to promote pupils' awareness of and respect for cultures and environments other than their own.
4. Identification of and positive response to the specific learning needs of individual pupils.
5. Monitoring progress of pupils and positive action in the case of individuals or identifiable groups of pupils who are failing to realise their potential.

Where an allegation of unfair treatment is made by a pupil or parent, the complaint will be investigated without prejudice, according to the procedures laid down in the appropriate LEA policy.

Arrangements for monitoring the implementation of this policy

The headteacher will have responsibility for the effective implementation of this policy. This will be achieved by:

- (a) Monitoring feedback from the school council.
- (b) Monitoring of and response to pupil and parent complaints in relation to equal opportunities issues.
- (c) Liaison with the SENCO over issues related to pupils with special needs.
- (d) Ensuring that appropriate equal opportunities issues are addressed through school assemblies.
- (e) Considering and reviewing curriculum breadth and balance through meetings of the School Development Team and liaison with the governors curriculum group.

The headteacher will provide a section in his report to the governors during each summer term on the implementation of the equal opportunities policy (students).

EQUAL OPPORTUNITIES POLICY (STAFF)

The school is committed to the principle of equality in terms of all aspects of personnel management. This applies to the aspects of employment as follows. Underpinning all personnel procedures is acceptance of the right of employees to be treated with dignity and respect. The basic principle should be reflected in the response of individuals charged with responsibility for managing teams of staff. The word 'Staff' includes all teaching and support staff.

1. **Appointment Procedures**

All posts that arise within the school will be advertised. Careful thought will be given to the specification of person and job in relation to all appointments, in order that appropriate criteria can be established for appointment. However, all selection procedures will be mindful of equality of opportunity in terms of age, race, marital status, disability and gender.

All persons seeking appointment to posts within the school will be offered professional feedback following interview, regardless of their success or failure to secure employment.

2. **Pay and Conditions of Employment**

Consideration of staff promotions will operate within the procedures laid down in the Pay Policy established by the Governing Body. This has been conceived with careful consideration of equal opportunities issues.

3. **Disability and Equality of Opportunity**

The employment of staff will operate within the requirements laid down by the Disability Discrimination Act.

4. **Professional Development (see also the Staff Development Policy)**

All staff will have access to the range of training opportunities available both within school and externally. Decisions regarding suitability of training will be based on professional advice related to the monitoring/evaluation procedures within school departments and school development priorities. The personal/professional training needs of individuals will also be taken into account.

In cases where staff wish to complain about issues that involve failure in terms of equality of opportunity, the Grievance Procedure laid down by the County Council will apply.

5. **Arrangements for monitoring the implementation of this policy**

The headteacher will have responsibility for monitoring the effective implementation of this policy.

This will be done by:

- (a) Twice yearly consultation with heads of subject/year via the School Development Team.
- (b) Termly meetings with representatives of the teachers unions.
- (c) Liaison with governors via the pay and personnel group.

The headteacher will include in his summer term report to governors a review section on the implementation of the equal opportunities policy (staff).