

A Policy on Equal Opportunities and Racial Awareness



(See also the school policy for Accessibility)

Introduction

This policy outlines the governing body's commitment to the creation of a school community which safeguards equal opportunities and diversity for all its members. This policy confirms the school's opposition to unfair discrimination in employment, education and care.

Part One Equal Opportunities in Employment

The governing body will provide an environment where equality of opportunity for all pervades all aspects of the life of the school.

The recruitment, selection, training and promotion of staff is based solely on the criteria of merit and ability. No job applicant or employee will receive less favourable treatment on the grounds of :

gender, race, ethnic origin, marital status, domestic circumstance, age, sexuality, disability, rank, trade union activity, political or religious belief

Staff and governors who are involved in appointments procedures must be mindful of the above when making employment decisions. (See also Recruitment and Retention Policy).

Part Two Equal Opportunities in Teaching, Learning and Caring

Students will have equal access to curriculum areas. Similarly, all students will have equal access to all of the schools' resources which are deemed necessary and appropriate for their use. Admission to the school will be made in line with the Admissions Policy. Staff will be mindful of the need to act in anti-discriminatory ways when monitoring and reporting upon students' activities and progress. At least once per year, the Principal will report to the governing body and to Ofsted by means of the SEF, on the progress of students who have ethnic minority support and / or needs. The attainment, achievement and progress of all students who have ethnic minority backgrounds will be monitored by teachers and key workers.

Part Three Programme of Action

A programme of action will be implemented following staff familiarisation with this policy with the aim of :

- Raising students' awareness of other cultures, faiths and lifestyles
- Raising awareness of disability discrimination legislation
- Teaching students about other communities, in Great Britain and in the wider world
- Evaluating the equality of opportunity enjoyed by students within the school's day and residential provision
- Encouraging all members of the school community to refrain from the use of discriminatory language and comment
- Encouraging adults to work with students in the development of a non-discriminatory outlook on life
- Discouraging stereotyping of roles

It will be the school's practice to record and report on any racist incidents which occur.

An annual monitoring report will be made to the governing body on each of these areas, in the Summer Term each year.

Signed Chair of Governors

..... Principal

Date

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Appendix 1 Definitions

Direct Discrimination :

This results from treating a person less favourably on the grounds covered in Part 1

Indirect Discrimination :

This arises when a condition or requirement, though applied equally, has the effect of excluding, penalising or treating less favourably any person indicated in Part 1.

Victimisation :

This occurs if the person is given less favourable treatment than others because s/he has exercised his/her rights, under the policy or legislation

Harassment :

This is defined as behaviour, deliberate or otherwise, directed at an individual, that is found to be :

- Offensive to the recipient*
- A threat to the security of staff / children*
- Creating an intimidating environment*