

# Whickham School and Sports College



# Equal Opportunities & Equality Objectives Policy

## Equal Opportunities Policy



## Rationale

Whickham School is committed to being a school to be proud of at the heart of the community. Where learning is cherished in a safe, caring and supportive environment. A school where everyone is valued and inspired to be the best they can be. Whickham School is committed to equal opportunities and the celebration of diversity.

At Whickham School we continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential.

Whickham School welcomes the fact that society consists of many diverse groups and individuals and believes that all staff should be afforded the same treatment in relation to recruitment, selection, terms and conditions of employment, training and promotion.

Whickham School will actively promote equal opportunities and oppose discrimination in all its forms. Whickham School is committed to ensuring that its staff, pupils and anyone forming the wider community of the school, will not be treated less favourably on the grounds of:

- Marriage and Civil Partnership
- Race
- Religion or religious beliefs
- Pregnancy and maternity
- Age
- Disability
- Gender reassignment
- Class
- Sexual Orientation
- Sex (Gender)

## Complaints Procedure

If anyone in the school feels that this policy has been breached then they should raise the matter with the Headteacher who will facilitate the appropriate action. If a member of the

wider school community feels that this policy is not being adhered to, then the complaints policy should be followed.

## Equality Objectives

Whickham School has a long-standing commitment to equality of opportunity. Where equality of opportunity exists, all staff and pupils work in a more rewarding and less stressful environment, one free from prejudice and harassment and one more likely to enhance their performance and achievement.

The purpose of the Policy and Guidelines is to:

- Ensure that all pupils are the best that they can be.
- Enable the School Governing Body to respond to legislation and best practice guidance in the field of equality and opportunity;
- Provide a clear framework for action in relation to equality of opportunity over the coming years.

## Aims and Intentions of the Policy

The Governing Body of Whickham School is committed to ensuring that all aspects of school life, including admissions, curriculum, and staffing are dealt with in a fair and just manner. Governors believe that the principle of equal opportunity in all things is consistent with social justice and best educational and personnel practice.

## Admissions

The Governing Body follows its admissions arrangements carefully and does not discriminate in terms of race, sex, colour or disability.

## Curriculum

All pupils are entitled to equal access to the full curriculum, recognising the importance of differentiating that curriculum in order to meet children's individual needs. The school staff and governors strive to be constantly aware that their own expectations can affect children's achievement, behaviour and status.

## Personnel

The Governing Body's selection processes aim to select the best applicants assessed against professional criteria for the post. The school acknowledges its commitment to conducting our affairs in accordance with equal opportunities legislation. When drawing-up or applying selection criteria, the governors do not discriminate on grounds of age, gender, race, colour, nationality, ethnic origin or disability.

## Monitoring

The Governing Body is committed to ensuring that this policy is carried out. A monitoring

report will be drawn up by the Headteacher and considered by the Governing Body annually, or when the policy is next reviewed. The Governing Body recognises its duty to report progress against Disability Discrimination in its annual report to parents, and will include parallel reports on racial and sex discrimination in the annual report.

### The School Governing Body's Definition of Equality of Opportunity:

Equality of opportunity requires that everyone has an equal chance to develop themselves to their full potential. Consequently, equality of opportunity implies that:

- Equality of access exists for all;
- Individual choices are widened and everyone is treated fairly and with respect.
- Everyone is unique and has different needs and will be provided with a differentiated provision to meet those needs (equality of opportunity is underpinned by the idea of equality implies not sameness of service but diversity to meet diverse needs);
- No one experiences disadvantage or discrimination;
- Bullying and harassment, in any form, will not be tolerated;
- Change is managed for the benefit of all;
- Individuals and groups are allocated appropriate levels of support to ensure that their potential is fulfilled.

In relation to its more restricted role in the curriculum the School Governing Body defines equality of opportunity as a cross- curriculum dimension, which should be woven through the life, and work of the school, enlighten every area of the curriculum and be addressed by everyone who works within the school on a paid or voluntary basis.

### Entitlement and Responsibilities:

All learners and staff are entitled to work in an environment that meets their individual needs and develops them to their full potential does not unfairly discriminate against them in any shape or form.

All learners are entitled to full access to a broad and balanced curriculum that reflects, values and celebrates diversity within society locally, regionally and nationally.

All learners and staff are entitled to be treated equitably and with respect irrespective of their gender, ability or sexual orientation, their social, cultural or religious background, or their family circumstances or age.

All pupils and staff are entitled to work in an environment in which they do not encounter bullying or harassment in any shape or form.

All those associated in any shape or form with the school are entitled to equality of opportunity as defined in this Policy and Guidelines, and they should have responsibility for its successful implementation.

### Guidelines:

#### The Curriculum:

The Governing Body of Whickham School believe that equality of opportunity should permeate all aspects of the curriculum and be promoted by all who work and learn in the school. There is no subject or programme of study that cannot be approached in a manner sympathetic to the aims of equality of opportunity. Consequently the School Governing Body

will ensure that a curriculum review is undertaken by December of each year which:

- Ensures that all pupils have access to the same broad and balanced curriculum and which is appropriately differentiated to meet individual needs and aspirations;
- Ensures that pupils with a statement of Special Educational Needs, naming the school are welcomed into the community.
- Ensures that equality of opportunity is taught as a cross-curriculum dimension;
- Examines schemes of work and curriculum guidelines to ensure that full advantage is taken of the National Curriculum and Religious Education to promote equality of opportunity;
- Ensures that equality of opportunity is taught as a cross-curriculum dimension;
- Ensures that the curriculum reflects the diversity of the school community, and of society, locally, regionally and nationally;
- Ensures that teaching resources reflect the diversity of society locally, regionally and nationally;
- Ensures that teaching resources portray members of all groups, and particularly those groups most likely to encounter disadvantage and discrimination, in ways which are positive and non-stereotypical, especially in teaching groups which do not contain members of such groups;
- Considers the benefits of grouping pupils and students by gender and/or religion when particular activities are undertaken (e.g. Physical Education or swimming) or when particular topics are addressed (e.g. sex education); and
- Identifies how daily acts of collective worship can contribute to equality of opportunity.

#### Whole School Issues:

The School Governing Body believes that pupils learn from the informal as well as from the formal curriculum. Consequently it will ensure that:

- Equality of access exists for all pupils and staff;
- The aims, objectives and implications of inclusion are understood by all Pupils, staff, parents and primary carers;
  - The school respects any dress code which is formally required by pupils faith traditions By the pupil's Faith traditions.
- Accurate information for the sole purpose of monitoring equal opportunities is kept about the ethnic origin, first language, religious affiliation and special needs of all pupils;
  - Assessment procedures do not disadvantage any group of pupils;
- Assessment procedures are adequately resourced to take account of the specific needs of minority ethnic pupils, and of pupils with disabilities and learning difficulties;
- Underachieving pupils are given support and encouragement required to enhance their performance without the performance of other pupils being affected detrimentally;
- Gifted and talented pupils are given support and encouragement required to enhance their performance without the performance of other pupils being affected detrimentally;
  - Strategies are put in place to motivate and reintegrate disaffected pupils;
  - Reliable and effective means exist to inform all parents and primary carers of their children's progress;
- Community languages other than English are valued and encouraged;
- All pupils are given opportunities to meet their religious needs, especially when important festivals occur;
- Specific dietary needs of pupils are respected;
- Members of all groups are welcomed and valued;
- Members of all groups are encouraged to play an active role in school affairs, perhaps

making a contribution towards the governance of the school;

- As far as possible, staffing reflects the diversity of society locally, regionally and nationally; and

- All incidents of bullying and harassment are dealt with in an effective and consistent manner and complies with reporting legislation.

## Monitoring and Review

The Governing Body has overall responsibility for approving this policy and monitoring its implementation through the Headteachers' report to governors.

This policy will be reviewed annually.

<b>Approved by:</b>	F Turnbull
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<b>Last reviewed on:</b>	August 2020
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<b>Next review due by:</b>	August 2021
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