



WORLE COMMUNITY SCHOOL

EQUAL OPPORTUNITIES POLICY

March 2016

Policy Statement:

Worle Community School (WCS) is committed to ensuring that no employee, student or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic origin, marital status, age, sexual orientation, disability or religious belief. Any behaviour, comments or attitudes that undermine or threaten an individual's self esteem on these grounds will not be tolerated.

This policy describes the way in which WCS will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation, including the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy will be applied to all staff and students, as well as any volunteers working in the school.

Employees, students and volunteers are made aware of the existence of this policy and where it can be accessed.

Aims:

WCS aims to:

- carry out its legal duty in complying with the relevant legislation, including the Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and Employment Equality Regulations;
- provide equality and excellence for all in order to promote the highest possible standards;
- provide an environment which allows students to conduct their school lives in an atmosphere of freedom, tolerance and optimism about who they are and about who they might become;
- embrace difference by valuing diversity in ethnicity, religion, nationality and race;
- display integrity, by valuing openness, trust, negotiation, fairness, honesty and respect for all people;
- Ensure equality remains high on the school's strategic agenda;
- Ensure students and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals;



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- Ensure that complaints or evidence of failure to comply with the school's Equal Opportunities policy will be dealt with promptly and fully investigated according to the relevant procedure (e.g. Complaints Policy, Disciplinary/Grievance Policy);
- provide a safe and happy environment where all can flourish and where cultural diversity is celebrated.

To this end, the school values:

- equality of opportunity and good relations between students of different religious cultures and between different genders;
- the education of students across the curriculum about the injustice of racism, sexism, religious intolerance and discrimination;
- the high expectations of all students, in all subjects, irrespective of gender, disability and ethnic or cultural background;
- the regular monitoring of books, pictures, periodicals, publications and media, worksheets in order to avoid misrepresentation and to balance negative stereotypes of groups and individuals with positive images and role models;
- and expects the condemnation of offensive material or behaviour that is racist, sexist or discriminatory, including discriminatory comments, name calling, insults and graffiti;
- the use of assessment procedures that determine sets and levels for examination entries that are equitable, relevant, culturally sensitive and valid for all;
- endeavours that seek to ensure that the hidden curriculum fosters equality of opportunity for all, achieved through such factors as seating arrangements, access to equipment and facilities, subject options, career advice, disciplinary methods and allocation of tasks and responsibilities, subject to considerations of Health and Safety;
- the dissemination and discussion of research to encourage all staff to review their own attitudes/values so that all students can, with confidence, make the choices which are offered by equality opportunity; and
- prompt action in line with LA procedures to deal with any form of hate crime, abuse and assault.

The school recognises that these values should be explicit in its curriculum, organisation and ethos and affect everyone involved school.

Every person should be respected as an individual by all members of the school community and are all expected to value cultural diversity and respect other aspects of a multicultural society.



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Complaint Procedure

Stage 1

Any person who experiences, witnesses or is reasonably led to believe that this Equal Opportunities Policy has not been respected, should immediately bring the situation to the attention of the HR Manager. The person responsible for this breach will be reminded of the existence and purpose of this policy, and asked to adhere to the policy.

Stage 2

If the person continues behaving in an unacceptable manner, the matter will be referred to the Headteacher who will decide the best course of action. This may result in:

- a warning being issued;
- a disciplinary;
- a referral to a higher level of authority.

Stage 3

The offending person has the right to appeal. He/she can write to the Chair of Governors for WCS Governing Body. The decision of Governing Body Appeal Panel will be final.

Reviewed: March 2016

Next Review Date: March 2017