



Vale of Evesham School

'a specialist school for cognition and learning - enabling inclusion in the community'

Equality and Diversity

Equal Opportunities Policy

Date:

October 2014

Review Date:

October 2016

Staff Responsible: Ms Ruth Barton

Definition

Equal Opportunities is about helping everyone to fulfil their potential regardless of ability, gender, age, social standing or ethnicity.

Aims

- 1 To operate a policy that involves every pupil and adult associated with the school.
- 2 Good practice by all will be encouraged, maintained and reviewed regularly.
- 3 To enable all to grow in confidence.
- 4 To encourage positive attitudes and relationships within the establishment.
- 5 To give a clear commitment to the outcomes of the Every Child Matters framework.
- 6 To meet the requirements of the government acts appertaining to Equal Opportunities.

Objectives

Curriculum

- 1 All pupils participate in a broad, balanced, differentiated and relevant curriculum.
- 2 Teaching styles allow the development of the full potential of every pupil.

Use of Language

Everyone has the right to be valued as an individual and to be addressed by the name of their choice.

Resources (use and acquisition)

- 1 All pupils are allowed equal access to resources - people, materials, finances, environments and time.
- 2 Resources reflect a positive attitude towards gender and race.

Rewards and Sanctions:- (Refer to policy on Behaviour Management)

- 1 Everyone is treated with respect and understanding.
- 2 Staff will endeavour to deal fairly with any situation presented to them.
- 3 Good behaviour and effort are systematically rewarded throughout the whole school.

Parents and Visitors

- 1 All parents/carers are welcome, and invited to a range of 'Parents Evenings', Social and Curricular events. Evening performances are available for those parents who work, so they can see their youngster take part in school events (without rescheduling work commitments)
- 2 Visitors, students,volunteers are welcomed and treated with respect.

Responsibilities around School

All pupils are encouraged to help around school and share responsibilities appropriate to their abilities.

Recreation Time

All pupils are offered a range and choice of appropriate recreational activities.

Extra Curricular Activities

Pupils are given an equal opportunity to take part in appropriate extra-curricular activities. The pupils have a School Council and ECO Group which empowers them to take an active part in running their school. The Residential youngsters have a Residential Forum which enables them to have a voice about their provision and likes and dislikes.

Zero Tolerance

A zero tolerance to racism, homophobia, sexism and diabolisms is adopted in the Vale of Evesham School.

Staff

- 1 All staff students and volunteers to know they are valued and all roles are of equal worth.
- 2 All staff have annual professional development interviews and the opportunity to develop professionally.
3. There is an effective 'School Council' and 'Residential Forum' for all the young people's views and wishes for themselves and others to be known.

Post School Opportunities

All pupils to be offered a choice and range of post school provision.

Groups

- 1 **Grouping of pupils is done with reference to:**
 - a) individual need
 - b) age appropriateness

2 Specialist Provision

All pupils will have access to appropriate specialist provision where possible.

Governors

All governors will have a copy of the Equality and Diversity Policy.

Residential

To offer appropriate and equal provision for all residential pupils.

Administration

- 1 Gender is not used for register purposes.
- 2 Lining up is not done on a gender basis.
3. Residential pupils have the opportunity to communicate their likes and dislikes through the 'Residential Forum'

Implementation

- 1 Review policy annually and action plans set accordingly.
- 2 Equal opportunities should exist throughout the whole school for everyone within it.

Equality Objectives

The Vale of Evesham School will:

These are to comply with the Equality Act and promote equality within our school.

1. Promote the acceptability of everyone for every opportunity they are striving for regardless of race, colour, culture, origin, sex, ability, political and religious beliefs.
2. Promote an equal opportunities philosophy which will be supported by the students, curriculum, displays, materials and all that makes us an outstanding school.
3. Promote an equal opportunities philosophy that will be practised by all staff.

SMART - Equality Objectives for 2016-2017

1. Proposed new building work to include improvement of accessibility for students with mobility difficulties.

Action Plan

1a – to make sure all doorways to the new school buildings have widened doorways and the bathroom facilities have changing beds and accessibility for wheelchairs.

1b – corridors to new classroom areas for KS4 and 5 are built with wheel chair access in mind.

2. To ensure that all youngsters are given an equal opportunity to attend after school clubs if they choose to.

Action Plan

2a – the Club cycle is to be reviewed annually and pupils are given an input into what they want through School Council. This is to be put in the minutes and displayed for all to see and will input into the ESCO Club information.

2b - EAL parents/carers will receive letters in their own language.

2c – to ensure transport is available for those youngsters who live outside of the local area and cannot get home.

3. To ensure all pupils regardless of ethnicity or race make good progress and achieve to their highest potential

Action Plan

3a – EAL students and parents/carers are given the support needed to access the communication they need as soon as they are admitted to school.

3b – Base line assessments are done in the first half term

3c – data is collated and reflected on at the end of the year.