

# **Equality and Diversity**

## **Equal Opportunities Policy**

**Date:**

June 2017

**Review Date:**

June 2019

**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 gender equality
- 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 The whole school community works to promote a culture that values and supports all individuals in school.
- 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**

The school policy on equality and diversity is shared with governors

### **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 regularly and action plans set accordingly.