

Equal Opportunities Policy

UNCRC: Articles 14, 22 & 29

Reviewed by:	Pupil Development, Wellbeing and Safeguarding Committee
Signed (Governing Body):	
Date:	February 2018
Next Review due:	February 2021

Produced by Turton School

EQUAL OPPORTUNITIES: POLICY STATEMENT

This policy is underpinned by the UNCRC, with particular reference to article 14 '**Every child has the right to think and believe what they want and also to practise their religion, as long as they are not stopping other people from enjoying their rights. Governments must respect the rights of parents to give their children guidance about this right**', article 22 '**If a child is a refugee or seeking refuge, governments must ensure that they have the same rights as any other child. Governments must help in trying to reunite child refugees with their parents. Where this is not possible, the child should be given protection**', article 29 '**Education must develop every child's personality, talents and abilities to the full, it must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.**'

Turton School is committed to the continued development and practice of a positive policy of equal opportunities in employment for all staff, governors and volunteers and in the curriculum for all students, irrespective of age, class, colour, ability, ethnic or national origin, financial status, gender, marital status, political and religious belief and sexual orientation.

We wish to create and maintain a trusting, secure and compassionate environment where everyone can work and study as equals. All members of the school community have responsibilities to promote equality of opportunity, experience and treatment and to challenge stereotypes.

We want to foster mutual respect and tolerance and our aim is for everyone to feel valued within the school.

1. We are committed to an employment policy that will:

- 1:1 ensure that it is clearly stated in all advertisements and application forms that the school is committed to Equal Opportunities and any selection procedures reflect this.
- 1:2 provide and review conditions of service which reflect the overall Equal Opportunities policy of the school
- 1:3 ensure that members of selection/interview panels are aware of the overall aims of the school's Equal Opportunities policy and wherever possible, have received appropriate training
- 1:4 expect and ensure that all employees respect and observe the school's Equal Opportunities policy, and provide information on procedures to be followed if it is felt discrimination or harassment has occurred
- 1:5 provide a working environment which acknowledges and encourages the development of Equal Opportunities
- 1:6 provide appropriate training on Equal Opportunities issues
- 1:7 monitor and evaluate the effectiveness of the school's Equal Opportunities policy on a regular basis and review the policy as appropriate.

2. We are committed to a curriculum that caters for all students. Equal Opportunities here means more than equal access. It will at times involve us in action to ensure that not just access but opportunities are equal: Specifically we ensure that:-

- 2.1 no student is discriminated against in the provision of teaching nor in the allocation to teaching groups.
- 2.2 no student is discriminated against in the application of standards of behaviour, discipline, dress and appearance.
- 2.3 staff responsible for careers guidance and the organisation of work experience take specific steps to counter stereo-typing so that all students are encouraged to consider all types of employment. Work experience opportunities are monitored by ethnicity to ensure there is no racial stereotyping in placements. The school provides support to any student who experiences racism or racial harassment whilst on work experience and takes action to ensure that it doesn't recur.
- 2.4 students are encouraged to approach critically the norms, values and attitudes of society which perpetuate discrimination and to challenge prejudice and discrimination wherever and whenever it occurs..
- 2.5 we develop an ethos in which diversity and differences are valued
- 2.6 we encourage the use of resources which portray the range of beliefs, lifestyles and traditions present in society and which avoid bias and stereotyping
- 2.7 methods of assessment are free from bias
- 2.8 we monitor the curriculum to evaluate the effectiveness of our Equal Opportunities implications.
- 2.9 Pastoral care takes account of religious and ethnic differences and the experiences and needs of particular groups of students such as travellers and asylum seekers.

Responsibilities

The Governing Body will:

- ensure the school complies with Race Relations legislation, including the general and specific duties.
- ensure that the policy is implemented.
- identify a named governor with lead responsibility for racial equality.

The Headteacher will:

- treat seriously all incidents of racial discrimination and take disciplinary action against staff or students who racially discriminate.
- identify a member of staff responsible for co-ordinating racial equality work and dealing with reported incidents of racism or racial harassment.

The school is opposed to all forms of prejudice and hopes, through education and knowledge, to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Breaches of policy will be dealt with as determined by the Headteacher and governing body. If a racist incident takes place, this will be dealt with as a bullying incident involving restorative practices and will be recorded on the racist incident file for reporting to governors. Appropriate support is given to victims of racism through the pastoral structure and student support centre.