



KESGRAVE HIGH SCHOOL

EQUAL OPPORTUNITIES POLICY

PRINCIPLES

All members of the school community have a responsibility to seek to ensure that the school is free from discrimination of any kind.

Issues of equal opportunity should be part of the education of all learners. In this way we can work towards mutual respect and understanding in an increasingly interdependent world.

Our Equal Opportunity Policy is designed to help us positively promote each other's individual rights and our responsibilities towards others.

PURPOSES

- To promote actively equal opportunities in all areas of school life.
- To ensure that all students are given the best education in accordance with the protected characteristics in The Equality Act 2010
- To ensure that members of the school community know their rights, and respect the rights of others.
- To aim to ensure that prejudice or discrimination in all its forms is actively rejected.
- To raise awareness of equal opportunities issues for all members of the school community, and through our links with the local community.
- To establish strategies to enable each individual to fulfil his/her potential to ensure equality of access to the curriculum.
- To ensure that all aspects of running the school are based on the principles of equality of opportunity.
- To aim to make sure that this policy is used consistently by all members of the school community.

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PRACTICES

Responsibilities for Equal Opportunities.

- The Leadership Team will co-ordinate the policy.
- Each member of staff should be aware of their responsibilities within the policy.

Communication.

- The policy will be communicated through the following mechanisms:
 - The student reward system
 - The website
 - Staff briefings
 - Staff Handbook
 - New staff application packs
- All staff, students and governors must be familiar with the policy and act in accordance with it.
- Parents will be made aware of the policy and its implications.

Ethos of the School.

- Visitors and those who contact the school will be made to feel welcome.
- Positive links with the community are encouraged.
- Success in all areas of school life should be celebrated.
- Displays around the school will reflect positive images and the diversity of the community.
- Rules, rewards and sanctions are applied equally to all students (Expectations for Learning).
- Appropriate attitudes, language and behaviour are actively promoted.
- Procedures for dealing promptly with any incidents of discrimination are in place.
- School publications will be produced with regard to the policy.
- Planned opportunities for students to develop a practical understanding of appropriate social relationships and the rights and responsibilities of individuals will be included in the curriculum.

Access

With due reference to the resources available:-

- The learning environment should not prejudice any individual or group
- The learning environment has been designed to ensure that all students and groups can access the range of classroom activities.
- Curriculum grouping will be decided by Heads of Department with reference to their department policy and the needs of the students.
- Teachers will teach and promote equal opportunities.

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Curriculum

- All students will have full access to the full range of the curriculum wherever possible including examination entries.
- Equal opportunity issues will be addressed directly and consistently in the taught curriculum and indirectly in the hidden curriculum.
- Equal opportunities will be taken into account in all curriculum planning and regularly reviewed.

Resources

- Resources should be free from bias wherever possible and regularly reviewed to ensure that they are appropriate and effective.

Staffing

- The Staff Development Policy embodies the principles of equal opportunities.
- The Performance Management Policy and process reflects the principles of equal opportunities.

Monitoring and Review

- A log of all reported breaches of the Equal Opportunities Policy is kept by the Assistant Headteacher in charge of equal opportunities.
- The policy will be reviewed every three years and changes should be reflected in the school development plan and reported to the Governing Body.
- The Leadership team will monitor the operation of this policy.

Incidents

- Strategies are in place and communicated to all staff for dealing with breaches of Equal Opportunities Policy, and racist incidents will be recorded on the Racist Incident Log.
- Breaches of the Equal Opportunities Policy should be reported using the Incidents Log and these will be treated as disciplinary issues.
- The Assistant Headteacher in charge of equal opportunities will monitor the incident log.

Other Policies

- All school policies should be constructed with regard to the issues of equal opportunities.

APPENDIX

Dean Rowley: The Assistant Headteacher in charge of equal opportunities

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