

West Monmouth School

Ysgol Gorllewin Mynwy



Equal Opportunities Policy

Polisi Cyfartalwch

Date Approved by Governors:

Date Reviewed by Governors:

WEST MONMOUTH SCHOOL

EQUAL OPPORTUNITIES POLICY

This policy was formally adopted by the governing body after due consultation with the staff. It is the intention of the governing body that it should be reviewed annually.

It accords with national legislation and the equal opportunity policies of the LEA.

It is a general statement of the commitment to Equal Opportunities.

Aims

This school recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equal opportunities policy.

- We will promote the concept of equality of opportunity throughout the organisation, both for those adults within the community of the school and for all students.
- We seek to develop an understanding of, and promotion of, human equality and equal opportunities.
- We will promote good relations between members of different racial, cultural and religious groups and communities.
- We will enable students to take responsibility for their behaviour and relationships with others.

The Legal Background

The main statutory provisions covering discrimination are the following:

Equal Pay Act 1970

Sex Discrimination Acts 1975 and 1986

Race Relations Act 1976

Rehabilitation of Offenders Act 1974

Race Relations (Amendment) Act 2000

Special Educational Needs and Disability Act 2001

Race Relations Act 1976 (General Statutory Duty: Code of Practice) Regulations 2002

Also relevant are:

- Employment Rights Act 1996
- Equal Pay (Amendment) Regulations 1983
- Human Rights Act 1998
- Employment Relations Act 1999
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- The Statutory Code of Practice on the Duty to Promote Race Equality

The School's values, aims and objectives all accord with the equal treatment of people promoted by these laws and regulations, and the rights enshrined in the Human Rights Act 1998.

RESPONSIBILITIES

The governing body will monitor and review the working of the policy, and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents.

The Headteacher must also present general reports, statistics and incident reports to the governing body and its committees as agreed.

Employment of Staff

Appointments

- Advertisements and job specifications will all carry a statement that this school is an Equal Opportunities Employer, and welcomes applications from all posts from appropriately qualified persons regardless of sex, race religion, disability or age.
- Application forms for jobs will include a question about equal opportunities – or interview questions will do so, for example, how will the applicant contribute to the policy?
- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment
- Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills qualifications and experience in selection for recruitment.
- The school will make and keep information about the sex, ethnic background, disability and age of candidates for appointments, and actual appointments.

Staff Development

- All employees have equal chances of training, career development and promotion.
- All recruits to the organisation will be offered Induction Training which will include a reference to the organisations.
- Staff development opportunities will be monitored and figures presented via the Headteachers Report to Governors. All staff and in particular those concerned with selection and promotion, are given equality awareness training.

- People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

Pupils

- Pupils have equal access to the National Curriculum programmes of study (unless disapplied) throughout each Key Stage, and non-compulsory courses, according to aptitude and ability. The school is committed to full educational inclusion (see AEN policy)
- The member of SLT with responsibility for Curriculum and Options will record figures on take-up of courses which will be presented to the Headteacher as requested. The Headteacher will keep the Governors informed.
- Annual analysis of attainment, behaviour and other pupil data will be undertaken by gender, ethnic background and ability.
- All subjects will have equality of opportunity at their core and make explicit reference within schemes of work.
- School and development plans will act to improve the learning of pupils according to these gender issues.
- School rules and the Code of Conduct for pupils clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religious, gender, sexuality and ability/disability.
- Positive attitudes and awareness development for equality of opportunity is specifically taught through the PSHE, Lifeskills and Registration activities
- All subjects will have equality of opportunity at their core and make explicit references within schemes of work.

Bullying

- All staff have a legal duty not to bully or otherwise harass other staff
- Where staff come across incidents involving racist or homophobic bullying, they must report these to the appropriate senior member of staff in line with **the school anti-bullying policy**
- The Personnel sub committee of the Governing Body monitor incidents and action taken as appropriate
- All incidents of racist or homophobic bullying amongst pupils will be taken seriously, and must be dealt with by the appropriate senior member of staff.

Administration

- Venues for meetings will take account of the needs of all Participants
- Venues for teaching and learning will take into account the particular needs of the learners and teacher/teaching assistant

Documents

- Language used in documents will reflect and promote equal opportunities and font style and size will take account of the full range of readers
- Access to documentation will include alternative formats such as tape, disk, large print and languages other than English spoken or read at home

Reports to the Police

- Incidents that involve racist elements which need to be reported to the police will be done so via the schools Police Liaison Officer

Monitoring and Review

- This policy will be annually reviewed (or more often if necessary), and improved and developed as appropriate within the governors policy review schedule.