



## Equal Opportunities Policy

Reviewed: February 2023

Next Review: February 2024

Person Responsible for Policy: NJW

## EQUAL OPPORTUNITIES POLICY

### 1. MEASURABLE OBJECTIVES

*To increase the engagement of all students in the wider life of the school through the newly established house system and in this way to foster good relationships in the school between those who have protected characteristics and those who do not.*

*To increase the participation of vulnerable pupils in out-of-school clubs and activities,*

*To reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act.*

### 2. POLICY AIMS

- a) It is our policy to ensure equality of opportunity for all members of the school's community and to recognise the worth and needs of each individual
- b) We recognise that for those who have already been held back by discrimination and prejudice extra support and provision must be made
- c) We understand and promote the positive value of diversity and difference within the school community and in society

### 3. POLICY STATEMENT

To achieve the aims of this policy, we commit ourselves:

- a) to recognise the worth and needs of each individual
- b) to provide opportunities for all students to succeed, irrespective of their gender, social background, ethnicity, physical and mental abilities, religion or belief, and sexuality, including those with gender reassignment.
- c) to foster positive attitudes to gender equality, cultural diversity and special needs of all kinds.
- d) to ensure that all students can develop self-esteem in an environment secure from prejudice
- e) to teach students to question prejudice, develop open-mindedness and recognise the dangers of stereotyping
- f) to ensure that students understand the political, social, spiritual and cultural contexts of the society in which they live, as a citizen of their own country and of the world.
- g) to recruit and appoint staff in accordance with the aims of the Equal Opportunities Policy
- h) to ensure full access to the curriculum and appropriate accreditation for all students, recognising that accreditation according to readiness is consistent with equal opportunities



- i) to achieve the aims of this policy as fully as possible, we commit ourselves [within budgetary constraints] to provide additional support for students to access learning activities where needed
- j) to provide equality of access to resources, facilities and buildings for all staff, students and visitors
- k) to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- l) to advance equality of opportunity between people who share a Protected Characteristic and people who do not share it
- m) to foster good relations between people who share a Protected Characteristic and people who do not share it.

#### 4. POLICY GUIDANCE

##### a. Definitions

*“Equality of opportunity”* means that an individual student’s or employee’s opportunities are not limited by prejudicial attitudes to their age, gender, beliefs, ethnicity, physical or mental abilities, social background or sexuality.

*“Equality of opportunity”* is not the same as equality of provision. Some students need more provision than others to ensure equality of opportunity.

*“Staff”* means all employees of the school teaching and non-teaching, and all adults other than teachers involved in school.

*‘Protected characteristics’* include nine groups specifically protected by equalities legislation. The nine groups are:

- Age
- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Marriage or Civil partnership
- Pregnancy and maturity

##### b. Roles and Responsibilities

###### i. The Governors will:

- agree and publish an Equal Opportunities Policy, reviewed biennially
- ensure that all procedures in the recruitment, appointment and promotion of staff are in accordance with the aims of the Equal Opportunities Policy



- review the outcomes and implementations of their Equal Opportunities Policy on a biennial basis
  
- ii. **The Headteacher, in conjunction with the Staff and Governors of the school, will ensure that:**
  - All Staff are fully aware of the implications of current legislation regarding Equal Opportunities.
  - all staff, students and parents have access to the Equal Opportunities Policy
  - advertisements for posts are published, interviews held and appointments decisions made with reference to this policy
  - resources and communications are free from bias and promote positive images
  - the school's curriculum, activities, and organisation develop an awareness of the developing roles of men and women in social, political and vocational contexts
  - all staff, students and parents are aware of how to register complaints and grievances in relation to the implementation of this policy
  - relevant statistics and records of outcomes are kept as a basis for monitoring and evaluating the successful implementation of this policy
  - disciplinary actions will always be fair and free from prejudice
  - the school prospectus and other publications are in accordance with this policy

*We aim to ensure that no person is discriminated against in any way in respect of standards of dress or physical appearance. However, taking into account the school policy on uniform, the management of the school considers it has the right to question any person who is improperly dressed on school premises.*

- iii. The Headteacher and Governors, the Deputy Headteacher, the HR Manager, Site Manager, administrative officers and non-teaching staff, will ensure that the requirements and spirit of the Equal Opportunities Policy are met:
  - in the recruitment, appointment and promotion of all staff
  - in the development of the site and facilities
  - in the management of the budget
  - in the development of all resources for teaching and learning
  - in the production of all publications
  - in communications with all parents and outside agencies
  - in identifying and providing for the training needs of non-teaching staff and governors
  
- iv. The relevant member of the Leadership Team, working with in conjunction with: Heads of House, Tutors and Special Educational Needs Co-ordinator, will ensure that the requirements and spirit of the Equal Opportunities Policy are met:
  - in all aspects of information, advice and guidance, including guidance materials produced for students and parents
  - in the guidance and support given to Year Teams in managing interviews and meetings and communicating in writing to students and parents



- in the recording of achievements and causes for concern in student records
  - in the administration of Admissions procedures
  - in the implementation of the Behaviour Policy
  - in the handling of all cases of bullying, particularly those concerning verbal abuse
  - in the guidance and support of students with Special Educational Needs and their parents.
- v. The relevant member of the Leadership Team, working in conjunction with Heads of Department, Teachers and Special Educational Needs Co-ordinator, will ensure that the requirements and spirit of the Equal Opportunities Policy are met
- in the timetable organisation including the provision of suitable courses for students at Key Stage 3 and 4 in the recruitment of and provision for students at Key Stage 5
  - in the organisation of teaching groups
  - in the design of Schemes of Work, with particular reference to providing for students with Special Educational Needs
  - in the provision of teaching and learning resources with particular attention to providing for students who have already been disadvantaged avoiding materials which encourage stereotypical attitudes or prejudice
  - in classroom management strategies with particular attention to responding to contributions from students, reprimanding students in front of others reacting to instances of verbal abuse and bullying
  - in the coaching and training of teachers in effective teaching and learning strategies
  - in following the Assessment and Marking Policy, particularly when setting targets.

*There is no attempt to encourage students to adopt any particular faith or denomination. Within the confines of any enactments, the students are taught about religions showing regard and respect for all. We encourage religious tolerance and respect for all religious beliefs and practices.*

- vi. The Assistant Headteacher with responsibility for Staff Development in conjunction with Heads of Department, Teachers and Special Educational Needs Co-ordinator will ensure that the requirements and spirit of the Equal Opportunities Policy are met in:
- identifying training needs for all teaching staff
  - providing training and support materials to meet these needs
  - the induction of new teaching staff.

## 5. REFERENCE DOCUMENTS

- The Sex Discrimination Act 1975
- The Race Relations Act 1976 and amendments of 2001 and 2003
- The 2006 Education Act
- The Disability Discrimination Act 2005
- The Equality Act 2010



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The School's Data Protection Officer is the *Governance Manager* who can be contacted at Droitwich Spa High School and Sixth Form Centre, Briar Mill, Droitwich, WR9 0AA or by email at [privacy@droitwichspahigh.worcs.sch.uk](mailto:privacy@droitwichspahigh.worcs.sch.uk)