



South Bromsgrove High
Inspiring Confidence Through Learning

South Bromsgrove High

Equal Opportunities Policy

Reviewed by the Governing Body
Next review
Policy responsibility

July 2017
July 2020
Headteacher

Links with the following policies:
Shared Respect
PSHE
Whistle Blowing

Policy for Equal Opportunities (including Racial Equality and Cultural Diversity)

At South Bromsgrove High we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the school community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. Our school community consists of a diverse range of people – employees, visitors, students and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

Aims

We want to foster mutual tolerance and our aim is for everyone to feel valued within the school. By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality or gender the school can ensure that:

- All students have opportunities to achieve their potential
- Expectations of all students are high
- All students have access to, and can make full use of, the school's facilities and resources
- It reflects the community it serves and responds to its needs
- All students are prepared for life in a diverse and multi-ethnic society
- All students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these
- It has a positive ethos and environment
- Racist and discriminatory incidents are dealt with effectively (see Shared Respect policy and whistle-blowing policy)
- Inclusion issues are taken seriously and are considered in all aspects of school life

Equal Opportunities

All students and adults within the school have a right to be treated with respect. This includes a right to:

- Study, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abusive language.
- Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to course access, recruitment, access to extra-curricular activities and work experience

Students and adults within school are encouraged to challenge any inappropriate behaviour or comments.

With regard to recruitment for posts at school we take all steps necessary to ensure that candidates are treated fairly and that all components of selection procedures are free from discrimination. Candidates are asked to complete an Equal Opportunities form for reference and the school holds these forms in archive for a period of 12 months. Further details can be found in the school's Recruitment Policy.

Support

Support is available for students from their tutor, Head of Year, Senior Leaders or any trusted adult.

Some students may access Learning Support or the Brookside Centre as sources of help. The School Nurse and other outside agencies may support students as appropriate.

POLICY FOR RACIAL EQUALITY AND CULTURAL DIVERSITY

The curriculum of South Bromsgrove High will incorporate multi-faith teaching and learning about other cultures. This universal approach may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures.

Racist language and behaviour will not be tolerated. All incidents will be recorded (see attached form) and parents notified. The full range of disciplinary sanctions is available in response to racist behaviour.

South Bromsgrove High welcomes its duties under the Race Relations (amendment) Act 2000. We are committed to:

- promoting equality of opportunity
- promoting good relations between members of different racial, cultural and religious groups and communities
- eliminating unlawful discrimination

In order to achieve these criteria we are guided by the following principles every student should:

- have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- develop the knowledge, understanding and skills that they need in order to participate in Britain's multi ethnic society, and in the wider context of an interdependent world
- have the right to be healthy, safe, enjoy achieve, and achieve economic well-being

These principles apply to the full range of our policies and practices, including those which are concerned with:

- Students' progress, attainment and assessment
- Behaviour, discipline and exclusions
- Students' personal development and pastoral care
- Admissions and attendance
- Curriculum and courses
- Staff recruitment and professional development
- Partnership with parents and communities

The school is opposed to all forms of prejudice including racism, sexism, homophobia and xenophobia. This includes prejudice which is directed towards religious groups and particular communities; for example, Islamophobia, travellers, refugees and asylum-seekers. The school hopes through education and knowledge to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist/sexist jokes will be regarded as any other form of bullying and dealt with as such.

Religious Observance

We respect the religious beliefs and practices of all staff, students and their parents, and will comply with all reasonable requests relating to religious observance and practice.

Dress Code

Parents are asked that students do not wear anything which has a slogan, writing or illustration that may be offensive in any way to anyone else. Clothing must be appropriate in terms of decency.

Senior Leaders reserve the right to ask students who wear revealing/inadequate clothing to go home and change. Persistent breaches of the code could result in exclusion. Although students are not allowed to wear hats in school, headgear pertaining to a religious belief may be worn. Dress for PE may also be adapted for similar reasons.

Breaches of policy

Breaches of policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Headteacher and the governing body. If a racist incident takes place, a Racist Incident form will be completed. Although a copy of the form may be filed in the appropriate person's file, one will be held centrally so that all incidents can be clearly and simply monitored.

Monitoring and Evaluation

Records of all students from ethnic minorities and Looked After Children should be held centrally and the school evaluates the following data by both gender and ethnicity:

- Examination results
- Attendance
- Bullying incidents
- Exclusions – both internal and external
- Number of certificates of achievement
- Destination at end of 13-18 education (as appropriate)

Responsibilities

The governors' responsibility is to ensure that the school complies with the legislation and that this policy and its related procedures and strategies are implemented. In order to do this the policy should be regularly reviewed at Full Governors meetings.

The Headteacher is responsible for:

- implementing the policy
- ensuring that all staff are aware of their responsibilities by making the policy and updates available
- ensuring that appropriate training and support is given and that school improvement priorities take into account equal opportunities and racial awareness issues
- taking appropriate action in any case of unlawful discrimination

All staff are expected to deal with racist incidents that may occur; to know how to challenge racial and cultural bias and stereotyping, and to incorporate principles of equality and diversity into all aspects of their work. In the case of support staff the appropriate action will be to report to their line manager and to fill in the appropriate form.

Availability of this Policy

This policy will be available to parents on request and will be published on the school website. It will be available to staff, and copies will be held by the Headteacher's PA.

This document will be reviewed on a three yearly basis.

