

# Longdean School



## Equal Opportunities Policy

Reviewed: **UNDER REVIEW AUTUMN 2019**

Ratified:

Next Review

## **Equal Opportunities Policy**

### **Policy Statement:**

Longdean School is committed to giving all students and staff the opportunity to progress, regardless of their gender, colour, race, nationality, ethnic or national origin, family circumstance, age, ability, disability, religious or political beliefs, socio-economic background, sexual orientation or other irrelevant distinction and acknowledges the requirements of the Disability Discrimination Act and the Equality Act.

We want to provide a School community that is rich in variety and diversity, based on the values of mutual respect, tolerance and trust and that allows all within the community to develop to their fullest potential in order to ensure their future success and well being, and to prepare them to be responsible citizens.

### **The Curriculum**

Longdean School aims to ensure that our curriculum matches the policy statement through:

1. Recognising and providing for the individual needs of the student, including access arrangement entitlements.
2. Providing careers guidance to all students to support choice making
3. Educating students in an awareness of justice and their responsibilities and rights
4. Encouraging students to understand and respect different environments, societies and cultures
5. Involving students in personal target setting through formative assessments and termly reports
6. Helping students to recognise all forms of discrimination by raising awareness of its negative effects, challenging it and eradicating it with a view to fostering a tolerant and balanced view of society
7. Promoting an understanding of individual differences by valuing the contributions that all individuals make to the School community thus adopting and encouraging a view that diversity is an advantage
8. Promoting respect for and awareness of the traditions, customs and beliefs of a pluralist society

Our behaviour policy aims to ensure that students and staff have a firm, clear and fair structure, creating an environment which is conducive to learning. This is achieved by:

1. Encouraging all students and staff to treat each other with mutual respect
2. Not tolerating offensive behaviour or harassment towards any member of the school community
3. Encouraging an ethos of high expectation
4. Encouraging all students to strive for recognition of positive behaviour in the three areas of work, behaviour and attendance
5. Clearly defining rewards and sanction by displaying the guidelines in all form rooms

### **Links with parents/guardians and the community**

Longdean School aims to develop effective links by:

1. Keeping parents/guardians fully informed about their child's work, behaviour and attendance

2. Encouraging parents/guardians to take an active interest in their child's education by contacting the school if they have concerns
3. Involving parents/guardians and the local community with the life and activities of the school
4. Consulting parents/guardians through questionnaires and meetings and inviting them to comment and contribute to the development of school life
5. Offering translation and interpretation service for those parents/guardians who do not speak and/or read English

## **Staffing**

Longdean School aims to ensure that all staff, regardless of race, religion, gender or age have equal access to all the benefits, facilities and services offered by the school. This is achieved by:

1. Ensuring that all staff are supported through the Appraisal process so that objectives are clear, fair, realistic and linked to personal and whole school development
2. Ensuring that all staff are entitled to an awareness and access to INSET opportunities which are responsive to their individual and whole school needs
3. Ensuring that fair and consistent criteria are used for the selection, promotion, redundancy and disciplinary procedures of staff

## **The school building**

The new school building allows students to:

1. Access all floors using lifts if necessary.
2. Use an appropriate toilet, regardless of their gender identification.
3. Arrangements for alternative changing facilities are possible for PE/Game.

Equal Opportunity is an integral part of the ethos of the school

This policy should be read in conjunction with the School's Positive Behaviour Policy, Bullying and Racism Policy, the SEN Policy, and the Sexual Discrimination and Harassment Policy.