

Paulet High School			Staff Handbook – School Policies				
Reference Number	SP1	Approved By	SLT	Issue	01	Date	1st Sept 2007
Policy Title	Equal Opportunities Policy						
Policy Owner	Assistant Head - ECM			Page: 1 of 1			

POLICY ON EQUAL OPPORTUNITIES

RATIONALE

This school believes that it is important to create a school ethos in which everyone, adults and pupils, is able to reach their full potential regardless of gender, race, colour or religious conviction. All members of the school are of equal value and are entitled to equal opportunities in all spheres of school life.

PURPOSES

1. To maximise pupil and staff achievement.
2. To ensure that all people are treated with equal respect and attention.
3. To ensure that choices made by pupils are made on the basis of individual interests and talents and not influenced by traditional restrictive stereotypes.
4. To provide suitable role models as an important aid to involvement in Learning in all curriculum areas.
5. To develop a better balance between men and women in terms of subject taught and posts of responsibility held and so provide role models to help pupils/students to form a positive perception of equality of the sexes, races and cultures.
6. To counter limitations imposed by traditional stereotypes.
7. To ensure that issues concerning religion, race, culture, gender are given equal status and attention.

BROAD GUIDELINES

1. The school will forcefully encourage the removal of any administrative or disciplinary action or material differentiated on the basis of gender, race or religion.
2. Staff should be encouraged to ensure that ALL experiences are received by all pupils.
3. Standards should be equally applied to everyone.
4. Staff should be encouraged to monitor that they are providing equal access to all resources.
5. All departments should ensure discussion of equal opportunities issues.
6. All staff should be encouraged to develop their professionalism.
7. Every member of the school (pupil & adult) should be aware of their role in implementing equal opportunities.
8. All subject areas should develop awareness of multi-cultural nature of society and encourage respect for the differences.
9. Adults and pupils should encourage tolerance of language, religious, cultural differences.
10. The school undertakes to investigate racist, sexist, bullying behaviour with speed and sensitivity.
11. Training should be available to all staff (teaching, clerical, domestic) and governors to raise awareness of equal opportunities.
12. Assemblies, formal and informal meetings must reflect this policy of equality.

CONCLUSION

A school which has at its heart a declared and implemented policy on equal opportunities will be a more successful, caring and happier work place.