

Paulet High School	School Policy Document		
Document Title	Equal Opportunities		
Document Status	Approved	Approved Date	25th January 2011
Document Owner	Head Teacher	Review Date	January 2012
Audience:	Staff <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/>	Governors <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>

Equal opportunities policy

Status

This policy was formally adopted by the governing body of Paulet High School 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 Staffordshire Local Authority

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; and
- 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:

Sex Discrimination Act 1986;
Rehabilitation of Offenders Act 1974;
Race Relations (Amendment) Act 2000;
Equality Act (Sexual Orientation) Regulations 2007;
Equality Act 2010
Special Educational Needs and Disability Act 2001; and
Race Relations Act 1976 (General Statutory Duty: Code of Practice) Regulations 2002.

Paulet High School	School Policy Document		
Document Title	Equal Opportunities		
Document Status	Approved	Approved Date	25th January 2011
Document Owner	Head Teacher	Review Date	January 2012
Audience:	Staff <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/>	Governors <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>

Also relevant are:

*Employment Rights Act 1996; and
Human Rights Act 1998.*

Employment Relations Act 1999;

Employment Act 2002

Employment Act 2008

*Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000;
Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations
2002; and*

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 procedures by allocation of duties to committees of the governing body

The head has responsibility for the equal opportunities 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 head must also present general reports, statistics and incident reports to the governing body and its committees as agreed.

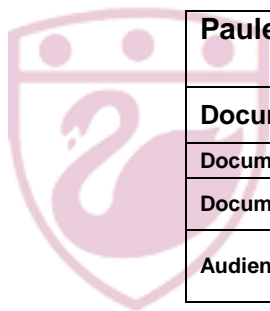
The assistant head (curriculum) is responsible for ensuring equal opportunities in the curriculum.

All staff are responsible for following the policy and reporting incidents of unequal treatment to the appropriate senior member of staff.

Employment of Staff

Appointments

- Advertisements and job specifications will all carry a statement that this School is an Equal Opportunities employer
- people with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment;



Paulet High School	School Policy Document		
Document Title	Equal Opportunities		
Document Status	Approved	Approved Date	25th January 2011
Document Owner	Head Teacher	Review Date	January 2012
Audience:	Staff <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/>	Governors <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>

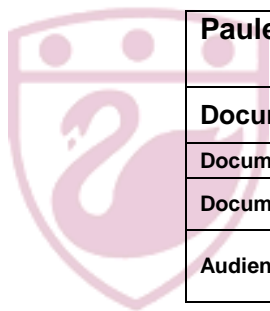
- candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment;

Staff development

- All employees have equal chances of training, career development and promotion;
- all new staff to the school will be offered induction training which will include a reference to the school's equal opportunities policy;
- staff development opportunities will be monitored and figures presented to the governors annually;
- 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.

Students

- Students 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 SEN policy);
- the assistant head (curriculum) will make and record figures on take-up of courses, which will be presented to the head annually, or more often if requested. The head will keep the governors informed.
- annual analysis of attainment, behaviour and other student data will be undertaken by gender, ethnic background and ability;
- school and department development plans will act to improve the learning of students according to this analysis;
- school rules and the code of conduct for students 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 and tutor programme;



Paulet High School	School Policy Document		
Document Title	Equal Opportunities		
Document Status	Approved	Approved Date	25th January 2011
Document Owner	Head Teacher	Review Date	January 2012
Audience:	Staff <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/>	Governors <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>

- all subjects will have equality of opportunity at their core;

Racist or homophobic 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 (using the blue incident forms);
- the governing body monitors at least once per term any incidents of, and actions taken, as a result of racist or homophobic bullying; and
- all incidents of racist or homophobic bullying amongst students will be taken seriously, dealt with appropriately and reported to the appropriate member of staff.

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; and
- access to documentation will include alternative formats such as tape, disk, large print and languages other than English, if spoken or read at home.

Reports to the Police

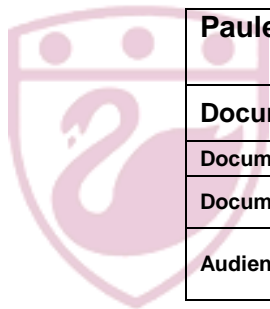
- Incidents that involve racist elements which need to be reported to the police will be reported via the school's Police Liaison Officer.

Monitoring and review

- This policy will be reviewed annually and improved and developed as appropriate within the governors' policy review scheme.

Signed: _____
Chair

Date: _____



Paulet High School	School Policy Document		
Document Title	Equal Opportunities		
Document Status	Approved	Approved Date	25th January 2011
Document Owner	Head Teacher	Review Date	January 2012
Audience:	Staff <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/>	Governors <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>

