



LONGBENTON HIGH SCHOOL

Equal Opportunities Policy

RESPONSIBILITY:	Headteacher
IMPACT ASSESSMENT:	Yes
GOVERNING COMMITTEE:	Staffing Sub-Committee
REVIEWED:	2012
RATIFIED:	2012
WEBSITE:	Yes

Rationale

All individuals within the school should have opportunities to develop themselves to their full potential. Factors such as gender, age, race, religion or disability should not inhibit the realisation of this goal.

Purpose

- (1) To ensure access to all areas of the school curriculum for all students.
- (2) To ensure that no individual or groups of individuals are disadvantaged or discriminated against.
- (3) To ensure that curriculum material and guidance given to students does not reinforce stereotyped ideas or choices.
- (4) To ensure that all students are given equal attention in classes and activities within the school.
- (5) To ensure that issues of equal opportunity are woven throughout the life and work of the school in every curriculum area and addressed by every teacher.
- (6) To encourage students to value all individuals equally.
- (7) To ensure, when staff appointments are made, that unfair discrimination is eliminated and that experience, qualification, personal ability and personal qualities are the only criteria for selection to any post.

Guidelines

- (1) Staff will consider their classroom practice to ensure that all students have equal and appropriate access to the learning being undertaken.
- (2) Staff will consider the materials produced for students so that no bias inhibiting equal opportunities is included.
- (3) Staff in all departments will consider schemes of work so as to incorporate issues of equal opportunity at appropriate stages. Thus students will be made aware of issues such as discrimination and be encouraged to value all individuals in an equally positive way.
- (4) The Headteacher and Governors will take responsibility for the development of this policy and the monitoring of its implementation.

Conclusion

It is part of our school ethos that we value individuals equally. As a school community we will work together to promote equal opportunities within the school and eliminate any bias or discrimination.

(Refer also to Policy Statements – Racial Equality and Community Cohesion on the following pages).

This policy has been assessed in terms of Equality Impact.