



# **Hebburn Comprehensive School**

## **Equal Opportunities Policy**

Ratified by Governors:	November 2009
Review Date:	November 2010

# **Rationale**

Integral to the values of Hebburn Comprehensive School is our commitment to ensure fairness of treatment and equality of opportunity for all members of our school community. Our Equal Opportunities Policy is conceived against this context and is governed by the following key principles:

- Promoting the concept of equality of opportunity throughout the organisation, both for adults within the community of the school and for all students;
- Developing understanding of, and actively promoting, human equality and equal opportunities;
- Promoting good relations between members of different racial, cultural and religious groups within the school community, irrespective of age or gender;
- Enabling students to take responsibility for their behaviour and relationships with others.
- Based on current legislation and responding to changes.

# **Policy Statement**

## **Legal Background**

The main statutory provisions covering discrimination are listed in the annex.

## **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 Teacher has responsibility for the equal opportunities policy, 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 Teacher will keep the Governing Body abreast of the operation of the policy throughout all aspects of school life, supported by the SLT.
- All staff are responsible for following the policy and reporting incidents of unequal treatment to a member of the Senior Leadership Team, having due regard to related policies, procedures and guidance.

## **Employment of Staff - Appointments**

- Advertisements and job specifications will all carry a statement that this School is an Equal Opportunities employer, and welcomes applications from all posts from appropriately qualified persons regardless of sex, race, religion, disability or age.
- Application forms for jobs will include a statement about equal opportunities.

- People with disabilities who meet the essential selection criteria will be offered facilities at interviews to enable them to demonstrate their suitability for employment.
- 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 to access training, career development and promotion; clear indications of training needs will come through the Performance Management system.
- All recruits to the organisation will be offered induction training which will include discussion of the school's equal opportunities policy.
- Staff development opportunities will be monitored and reported to the governing body.

## **Students**

- Parents are requested to inform the school if their child has a disability. Only if parents do so can the school reasonably be expected to make adjustments in respect of any individual's disability.
- Students have equal access to the National Curriculum programmes of study (unless disapplied) throughout each Key Stage, and to non-compulsory courses, with choice of subjects being supported by senior staff and/or external advisors.
- The school is committed to full educational inclusion (see SEN policy).
- Annual analysis of attainment, behaviour and other student data will consider gender, ethnicity, prior attainment and ability; outcomes of such analyses will inform development planning.
- All subjects will have equality of opportunity at their core and make explicit reference within departmental documentation.
- School rules and the Code of Conduct for students will continue, clearly and explicitly, to forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religious beliefs, gender, sexuality and ability/disability.
- Positive attitudes and awareness development for equality of opportunity are taught through the PSHCE and SMSC programmes.

## **Racist or Homophobic Bullying**

- All members of staff have a legal duty not to bully or otherwise harass other staff.
- Where members of staff encounter incidents involving racist or homophobic bullying, they must report these to the appropriate senior member of staff, who will take appropriate action including, where deemed necessary, referral to the Police.
- All incidents of racist or homophobic bullying amongst students will be taken seriously, and must be reported to the appropriate senior member of staff, who will take appropriate action, including, where deemed necessary, referral to the Police. Details will be forwarded to the Local Authority according to reporting procedures.

## **Administration**

- Venues for meetings will take account of the needs of all participants.
- Venues for teaching and learning will take into account the particular needs of the learners and teacher/teaching assistant.

## **Annex**

The main statutory provisions covering discrimination are the following:

- Equal Pay Act 1970
- Sex Discrimination Acts 1975 and 1986
- Disability Discrimination Act 1995
- Special Educational Needs and Disability Act 2001
- Race Relations Act 1976 Regulations 2002
- Employment Rights Act 1996
- Human Rights Act 1998
- Employment Relations Act 1999.
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- Age Discrimination Act (June 2007)

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.