



EQUAL OPPORTUNITIES POLICY

Last review date

Ratified 21.10.2009

OLD BUCKENHAM HIGH SCHOOL

EQUAL OPPORTUNITIES POLICY

It is the policy of Old Buckenham High School to promote and support the ethos of Equal Opportunities for all members of the school's community. Equal opportunities are provided irrespective of an individual's status, gender/sexual orientation, race, age, religion and physical or academic ability.

AIMS:

- The principle of equality of regard and opportunity will permeate all aspects of school life.
- The school will seek the support of parents, governors, pupils, local community, teachers and support staff in developing this policy of equality of regard and opportunity for all.
- The school curriculum will support the principle of equality of regard and opportunity for all.
- The school's learning resources will support pupils of all origins by making the curriculum accessible to them as far as possible, whatever their cultural origins of first language.
- The school will value the languages and dialects of all pupils and endeavour to allow individual pupils to take full advantage of their linguistic diversity.
- The school will demonstrate respect for the cultures of all the members of its community.
- The school will not tolerate or respond passively to incidents which give offence to others on the grounds of gender, gender orientation, ethnic origin or disability.
- The school will actively use the curriculum and its resources to discourage the stereotyping of groups of people.
- The school will ensure that its equal opportunities policy and its implementation is monitored through the management structure and the Governing Body.
- The school will endorse and adopt the recommendations of the LEA in respect of Equal Opportunities for staff in respect of appointments, promotion, training, conditions of employment and employment of the disabled.

EQUAL OPPORTUNITIES

RECOMMENDATIONS TO GOVERNORS FOR DEALING WITH OFFENDERS IN OUR SCHOOL

INTRODUCTION

The following is a general list of examples of behaviour which would not be condoned, as set out in paragraph 7 of the schools' Equal Opportunities Policy. Under each issue, there are suggestions as to how staff should proceed if these circumstances were to present themselves.

STUDENTS

Derogatory name-calling, insults, verbal abuse and offensive/racist jokes

- Members of staff must not ignore any form of verbal abuse in school
- Explain fully to the perpetrator that verbal abuse will not be tolerated
- Persistent offenders must be referred to HOH, HOD, SLT or as appropriate
- Record in relevant log book (bullying or racism)

Offensive graffiti

- Any graffiti found in school should be reported to both the Head Teacher and Business Manager and should be removed immediately
- Regular checks should be made and steps taken to discourage reappearance
- Record any incidents in log book

Bringing to school offensive materials such as leaflets, comics or magazines

- All forms of offensive/racist literature must be confiscated
- Offenders should be referred to HOH or SLT as appropriate
- Parents/guardians should be informed
- Record any incident in log book

Offensive comments in the course of discussions in lessons

- Offensive statements should always be challenged by the teacher
- Persistent offenders should be referred to the HOH, HOD or SLT as appropriate
- Parents/guardians should be informed
- Record in log book

Refusal to co-operate with other people because of their status, gender, race, age, religion, physical or academic ability

- Explain that students should work collaboratively – every student has the right to be included in all school activities
- Persistent offenders should be referred to HOH, HOD or SLT as appropriate
- Parents/guardians should be informed
- Record in log book

STAFF

The school's ethos is such that it is clear that offensive behaviour from any member of staff towards any student, parent or another member of staff is not acceptable. Any reports will be investigated and dealt with under the school's disciplinary procedures.

Staff development

All employees have equal opportunities for training, career development and promotion.

All new appointees 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 annually to the Governors, or more often if requested by them. All staff (and in particular those concerned with selection and promotion) are given equality awareness training.

People becoming disabled whilst in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.