

## Equality of Opportunity Policy

<b>This policy has been written for...</b>	All staff and students at West Heath School
<b>Copies of this policy may be obtained from...</b>	<ul style="list-style-type: none"> <li>• The School <b>web site</b> - <a href="http://www.westheathschool.com">http://www.westheathschool.com</a></li> <li>• It is available as a hard copy on request from the <b>school office</b></li> <li>• Hard copies for reference are filed in the <b>staff room(s)</b></li> </ul>
<b>This policy links with the following policies</b>	This policy is referenced in a number of other policies; Behaviour Management, Admissions and Staff Selection, Recruitment and Retention and the Accessibility Plan
<b>Participants and consultees in the formulation of this policy were...</b>	The Principal, senior leadership team, student services committee and the trustees of the School. A representative group of parents were invited to make comments and suggestions.
<b>Edition, Review frequency and dates</b>	This is edition 1.4, released Sept 2016 This policy will be reviewed every two years It is due for review in Sept 2018
<b>Relevant statutory guidance, circulars, legislation &amp; other sources of information are...</b>	<ul style="list-style-type: none"> <li>• Equality Act 2010</li> </ul> <a href="http://www.direct.gov.uk">http://www.direct.gov.uk</a>
<b>The Lead Member of staff is</b>	Deputy Principal
<b>Definitions and key terms used in this policy...</b>	N/A
<b>The Rationale and Purpose of this policy</b>	To ensure equality of opportunity
<b>Appendices</b>	
<b>Copying</b>	No school policy is ever written in isolation. Acknowledgement of sources of advice and significant influence in the development and recording of policies at the West Heath School are noted on the front page. We request that any schools or organisations incorporating large sections of this policy without alteration should make similar appropriate acknowledgement.

## Introduction

West Heath School believes in the principle of equality of opportunity for all. We intend to ensure that no job applicant, employee or student (or their parent/carer) receives less favourable treatment on the grounds of gender, race, colour, nationality, ethnic or national origins, marital status, sexual orientation, age, social class, political or religious belief.

It is everyone's responsibility to ensure that this policy is applied to all practices across our school. It affects three broad groups of people:

- Staff and potential employees of the school
- Current and prospective students of our school
- Parents and carers of students who attend, or who are likely to attend our school.

## The Aims and objectives of this policy..

- To ensure all staff are appointed in terms of their professional ability with no overt or covert discrimination exercised of any kind.
- To ensure that our admission criteria is clear and that the principles enshrined in this policy are reflected in the way students are admitted to the school.
- To ensure that all students are given equal access to the curriculum on offer.
- To actively encourage students to acknowledge and understand the viewpoints of people with different genders, ages, ethnic groups creeds etc.
- We value and will reflect the principle of partnership with current and potential parents and carers in the way we teach our children. As such we will ensure that equal opportunities are an integral part of the service provided by our school in this relationship.

## Procedures & Practices

### Strategies

#### 1. Staffing

Decisions regarding employment will be based solely on professional ability with no overt or covert discrimination exercised in any form, but where candidates for any particular post are considered equal, balances will be considered. No potential or actual member of staff will be dismissed or disciplined unfairly or unjustly. We will ensure that we keep selection requirements and procedures for vacant posts under review to ensure that people continue to be called to interview, selected and treated on the basis of their relevant merits and abilities.

The Principal, Deputy Principal, Vice Principals, Learning Directors Teachers, Support Assistants and Care staff will always be referred to in these terms, avoiding gender specific terminology.

All staff will ensure their responsibility to be positive role models, encouraging students' awareness and acceptance of the views of others in line with the principles inherent in this policy statement. As such, we will promote the spirit and principle of quality of opportunity for all through non-

discriminatory practice. Staff training and development strategies will embrace this principle in their application.

## **2. Students**

We endeavour to admit any student who could benefit from the curriculum and philosophical approach of our school. Children and young people admitted to our school will be taught to the best of our ability in achieving their potential. This is irrespective of their ability (having fulfilled our admission criteria), religion, gender or ethnic origin. We will draw from the principles and guidance described in our policies for “differentiation” and “philosophical approach” in the manner of our teaching.

We will ensure that all students enjoy access appropriately to a broad and balanced curriculum.

We will ensure that we comply with the guidance and obligations enshrined in the Equality Act 2010. We will take reasonable measures to ensure that students with physical disabilities are not discriminated against and ensure that active and reasonable measures are taken to positively discriminate for such children.

All students will be actively exposed to views and experiences from many different groups in society in their Sociology, Careers, PHSE, RE lessons and assemblies. All subject staff will seek opportunities within their syllabuses to promote equality of opportunity and, whenever possible, use resources employing examples using male/female names/photographs and those from a variety of ethnic and other minorities.

The school meal menu will feature meals traditionally associated with other countries and cultures in promoting this policy.

There are no gender specific courses. All year 11 pupils are equally encouraged to choose a variety of options, matching their interests and abilities. Any observed or reported instances of antisocial behaviour regarding issues falling within the remit of this policy will be addressed through the appropriate disciplinary and pastoral system.(See Promoting Positive BehaviourPolicy).

Sanctions and rewards for our students will be fairly administered.

## **Staffing and Resources**

The Principal has primary responsibility for the setting, implementing and monitoring policy and practice on behalf of the schools’ Trustees. All staff have equal responsibility for ensuring good practice.

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**Other Participants  
& Stakeholders**

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**Monitoring &  
Evaluation**

SLT  
Student Services Committee  
Trustees