



The Derby High School
POL002
Equal Opportunities and
Equal Rights Policy

2016-17

Audience: Public

EQUAL OPPORTUNITIES AND EQUAL RIGHTS POLICY

OUTLINE

Aim

At The Derby High School we aim to ensure that all children achieve their maximum potential and grow up to be competent, rational, sympathetic and tolerant adults who can manage their own lives and play their part in society.

Ethos

In The Derby High School, the ethos is to value each member of the community as an individual and to educate them in a safe non-threatening environment.

This policy should be read in tandem with the school policies on Equality, diversity and Community Cohesion.

REVISION LOG

Change Date	Reason for change	Details	Approved By
January 2012	Document Created	First Revision	School Governing Body
Spring 2014	Annual Review		Governing Body
Spring 2015	Annual Review		Governing Body
Spring 2016	Annual Review		Governing Body
Spring 2017	Annual Review		Governing Body

OBJECTIVES

The objectives of the policy are to:

- Establish and implement equality aiming for good practice across all areas of school life
- Eliminate unlawful discrimination and promote equality of opportunity
- To comply with current legislation including the Sex Discrimination Act 1975, Race Relations Act 1976, Education Reform Act 1988, Children Act 1989 and current guidance including 'Different But Equal', Equal Opportunities Commission 1999, McPhearson Report 1999, 'Learning for All' Commission for Racial Equality 2009 and Disability Equality for All 2006

Thereby ensuring that all pupils realise their full potential.

PRINCIPLES

At The Derby High School as an overriding principle, we wish to ensure equal opportunities for all pupils in every aspect of school life, irrespective of ability, gender, sexual orientation, race, culture or religion. We believe that the equality of opportunity is the foundation for developing the skills and talents of all. The school is opposed to all forms of racism and xenophobia including these forms that are directed towards religious groups and communities. It is our ongoing objective to ensure that the school has an environment that will encourage mutual trust and respect resulting from a policy of equal opportunities for all involved. The equality and rights policy of the school seeks to support and underpin the above aim, ethos and principles.

COMMITMENT

The Governing body and management of the school will work in partnership with others to be proactive in promoting equality. They will encourage, support and enable all pupils and staff to reach the highest standards.

RESPONSIBILITIES

GOVERNING BODY

The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities regarding equality. With assistance from the Headteacher, the Governing Body will ensure that the underlying equality policies, procedures and strategies that underpin this policy are fully implemented. The Governing Body includes equality issues as a regular item on the agenda of its meetings and has two Governors with responsibility for diversity and equal opportunities who are Mr G Kirkham and Mr M Hamie.

HEADTEACHER

The Headteacher is responsible with the Governing Body for ensuring that the Equality

Policy and its related procedures and strategies are operationally implemented. The Headteacher ensures that all staff are aware of their responsibilities under the policy and are given appropriate training and support to enable them to fulfill their responsibilities. The Headteacher may take disciplinary action against staff or pupils who are found to have discriminated on any equality grounds.

ALL TEACHING AND NON TEACHING STAFF

All school staff have a responsibility to comply with this policy. Under direction from the Headteacher the named person(s) with responsibility for monitoring adherence to the policy and reporting back is Mr D White (Deputy Headteacher – staff development).

IMPLEMENTATION AND MONITORING

COMPLAINTS PROCEDURE AND BREACHES OF POLICY

General complaints about the school's noncompliance with this policy are dealt with in accordance with the school's complaints procedure. Specific complaints about members of staff or Governors breaching this policy are dealt with in accordance with the school's Discipline Procedures.

REVIEWING AND EVALUATING POLICIES

All policies and strategies are regularly monitored and evaluated for their effectiveness in taking forward equality at The Derby High School.

REVIEW

This equality policy will be renewed annually.

TRAINING AND DEVELOPMENT

To facilitate implementation of the Equality Policy, all teaching staff and Governors and non-teaching staff will receive appropriate training for their roles in school.

ADMISSIONS

Our admissions and transfer criteria and interviews are fair and equal and do not detrimentally affect any group.

ATTENDANCE

We expect good attendance of all pupils and work together with staff, pupils, parents and the Education Welfare Service to ensure that high levels of attendance are maintained. We monitor attendance by ethnic group and act to reduce and identify differences between groups of pupils.

ATTAINMENT AND PROGRESS

Our aim is to ensure that all pupils achieve to the highest standards. We value many forms of personal and academic achievement. We monitor individual pupils' attainment and progress for signs of underachievement and we use monitoring to identify any differences between the performances of different groups. Any disparities are addressed through planned and targeted support through our monitoring processes.

BEHAVIOUR AND DISCIPLINE

We expect high standards of behaviour from all our pupils. All pupils will be treated fairly, consistently and without discrimination when being disciplined for disruptive behaviour.

EXCLUSION

We take proactive steps to prevent exclusion. Permanent and fixed term exclusions are monitored to identify patterns or trends between groups. Any disparities identified are addressed by targeted action. The school uses a range of strategies for integrating long term absentees and excluded pupils which address the needs of all pupils.

CARE AND WORK EXPERIENCE

We encourage all pupils to consider the full range of work experience, career and post 16 options to ensure that there is no stereotyping. Work placement providers are required to provide evidence of their commitment to equality. Support is offered to any pupil who experiences differential treatment whilst on work experience and action will be taken to ensure that it does not reoccur.

LEARNING AND TEACHING

In conjunction with our learning and teaching we take positive steps to ensure that all pupils can participate and feel that their contributions are valued.

CURRICULUM ACCESS

We make every effort to ensure that all pupils have access to the mainstream curriculum by taking account of their individual needs and by differentiating work appropriately.

RECRUITMENT

The school will seek to ensure that all Governors recruitment procedures and selection ensure equality and avoid discrimination in the recruitment and selection process.

Information is supplied to LA on a regular basis which allows all staffing to be monitored by regular groupings.

PROFESSIONAL DEVELOPMENT

All staff are encouraged to develop and achieve their full potential. Initial and ongoing training of all staff and Governors addresses issues relevant to their needs, including when appropriate issues of equality.

PARTNERSHIPS WITH PARENTS, CARERS AND COMMUNITIES

We endeavour to draw on the expertise, skills and knowledge using a range of individuals from the local and wider community, to develop positive attitudes to equality. Parents and carers are encouraged to participate in the life of the school and steps are taken to encourage greater involvement of underrepresented groups. On request, information for parents is produced in user-friendly language and accessible formats. Where necessary community language translation and interpretation are used to communicate, and consult with parent carers.