

Equal Opportunities Policy

Mission statement

- *“We are an inclusive Community school, proud to be valued citizens serving the borough of Rochdale.”*
- *“We provide a captivating learning experience and foster a culture of the highest expectations for all*
- *“We ensure every individual is challenged, motivated and inspired to be the absolute best they can be in all that they do*

Date signed by September 2018
Chair of Governors



Date to be reviewed
September, 2020

**OULDER HILL COMMUNITY SCHOOL
AND LANGUAGE COLLEGE**

EQUAL OPPORTUNITIES POLICY

Equal Opportunities

Statement

The Headteacher and Governing Body at Oulder Hill Community School are committed to equal opportunities for all and acknowledge the differences that exist in our school and community. They will ensure that students, staff, parents, the community and visitors are treated professionally, with respect and dignity. They will endeavour at all times to ensure that the curriculum (formal and informal) services, related policies and practices do not disadvantage groups or individuals. They will also aim to ensure that all activities provided, or in which it is involved, do not discriminate, exclude or alienate anyone on the grounds of ability, race, ethnic origin, nationality, religion, cultural background, gender or disability.

The Headteacher and governors will ensure that all matters relating to appointments and employment take account of equal opportunities legislation and guidelines and will encourage and promote equal opportunities within the Governing Body and the Parent Teacher Association.

**Gender Equality Scheme
and Duty**

The Headteacher and Governors will take full account of the Gender Equality Scheme and Gender Equality Duty which came into force in April 2007. The duty requires the promotion of equality between men and women to eliminate unlawful sex discrimination and harassment (see document entitled Gender Equality Scheme).

Students and Staff

Issues

Students

The school aims:

- To manage all students' access to learning and to differentiate opportunity to match individual needs.
- To ensure that the need for equal opportunity underpins all aspects of curricular (including extracurricular) management.
- To provide the opportunity for all students to participate in the whole curriculum at an appropriate level.
- To ensure that every student has equal access to specialised teaching.
- To provide active and varied approaches to learning for all students.
- To provide differentiated teaching in order to promote independence in learning.

Staff

The school aims:

- To ensure that all appointment procedures and job descriptions reflect the school's equal opportunity policy.
- To achieve, where possible, a gender and ethnic balance in the staffing of departments and management areas on the basis of the best candidates for the post.
- To ensure that all staff are able to deal with racist incidents and discrimination appropriately. This includes referring to the appropriate pastoral staff and recording the incident appropriately. - To ensure that all staff are able to recognize and tackle bias and stereotyping
- To ensure that staff promote equal opportunities for pupils whatever their needs and good race relations.
- To ensure that staff principles of race equality and diversity into all aspects of their work.

The Headteacher is expected to:

- Communicate the policy and make it readily available to staff, parents and pupils.
- Ensure that staff are aware of their responsibilities and given appropriate training and support.
 - Take appropriate action in the cases of unlawful discrimination.

Curriculum Related Issues

- The appropriate member of the Senior Leadership Team will analyse option choices in relation to gender, ethnicity and special educational needs in order to monitor choice and, if necessary, inform colleagues of particular issues which can then be addressed.
- Heads of Faculty will analyse examination results according to ethnicity/gender in order to monitor equal opportunities issues and provide evidence for any appropriate action which should be taken.
- The appropriate member of the Senior Leadership Team will analyse the destinations of school leavers in terms of gender, ethnicity and special educational need.
- Heads of Faculty will monitor student groupings in relation to gender and ethnicity in order to promote equality of access and opportunity.
- The Special Educational Needs Co-ordinator will monitor all students with diagnosed Special Educational Needs in terms of ethnicity and gender.
- The Deputy Headteacher responsible will monitor the attendance, punctuality and exclusion of students in relation to gender, ethnicity and SEN and then if necessary advise on action.
- The Head of PSHCE will incorporate aspects of equal opportunities and anti-racism issues into the curriculum via appropriate schemes of work.
- The Deputy Headteacher responsible will monitor student participation in school trips and extracurricular activities to ensure that no students are disadvantaged.
- All Heads of Faculty and others responsible for the purchase, production of worksheets, textbooks and other resources will ensure that materials take account of equal opportunities and relative legislation and guidance. This includes making sure that language is of an appropriate reading age, is non-discriminatory and challenges stereotypes.

Cross-Curricular Issues

- All mother tongue languages will be valued.
- The school will ensure that the Learning Resource Centre provides a variety of books, magazines and newspapers that reflect the needs of the whole school community.

- All teachers and support staff responsible for mounting display work will ensure that the best work from a range of abilities and both sexes is viewed and is of a non-stereotyped nature promoting different cultures where appropriate.
- All teachers will ensure that commercially produced resources, such as posters and ICT software promotes non-stereotyped roles and celebrates ethnic diversity.
- All teachers will ensure that letters to parents are written in jargon free and gender free language.
- The appropriate member of the Senior Leadership Team will ensure that, where practical and possible, translations or translators will be available for written, phone or personal interviews with parents.

Site and Facilities

- The school will continue to develop and implement comprehensive accessibility plans.

Monitoring

This policy will be monitored regularly and will be reviewed at annually, or as appropriate, taking account of changing legislation and guidelines.

Objectives

Oulder Hill Community School, in conjunction with this policy is committed to the following equality objectives. These objectives will be reviewed in line with the policy

- Close the gap in performance for disadvantaged Students and Students with a special education need and/or disability
- Reduce exclusions for disadvantaged Students, Students with a special education need and/or disability and Students with protected characteristics
- Further develop Students understanding of different faiths, beliefs and characteristics through Form Time, Assemblies and PSHCE – Promoting British Values
- To prevent and respond to all hate incidents and prejudice based bullying