

CHURCH STRETTON SCHOOL



EQUAL OPPORTUNITIES POLICY

This policy and the procedure it refers to are agreed with the professional associations and trade unions representing staff working in schools – ASCL, ATL, GMB, NASUWT, NUT, T&GWU and UNISON.

September 2009
(This is currently under review November 2014)

Church Stretton School is committed to improving the quality of life in the school. We will strive for the highest possible practices and professional standards, and will be accountable everything we do. We believe that equal opportunity is about treating people fairly, openly and honestly and recognising that people all have different needs, cultures, experiences and expectations.

The policy is to ensure that no person, whether a job applicant, employee, student or third party receives any less favourable treatment because of his or her gender, marital status, family status, lifestyle, age, ethnicity, religion, sexual orientation, disability, political affiliation, trade union membership or any other condition or requirement which cannot be shown to be justifiable.

Students

The School actively support the five principles of Every Child matters.

The School aims to ensure that all our students achieve their full potential and that all decisions are taken without reference to irrelevant or discriminatory criteria. In seeking to achieve this goal, the School aims not to discriminate on any of the grounds stated in affording terms of education and providing benefits, facilities and services for students.

Targets are set to challenge all students to achieve their potential and resources are deployed effectively and efficiently to ensure all students receive appropriate support.

The school celebrates racial and cultural diversity with RE for all days, visits to Hindu and Sikh temples and links with a school in India. PSHE includes topics on cultural diversity and challenging stereotyping. The school is committed to community cohesion.

The school has a procedure to report racial, sexual harassment or bullying as described in the schools *'Bullying Policy'*, *'SRE Policy'* and *'Racial Equality Policy'*.

The school ensures an inclusive approach to students with disabilities as illustrated in the schools *'Disability Policy'*.

Admission decisions will be made on the basis of fair and objective criteria. The Local Authority's selection procedures are reviewed from time to time to ensure that they are appropriate for achieving our objectives and for avoiding unlawful discrimination. The School aims not to discriminate against a person either directly or indirectly.

This policy will be made readily accessible. Any breach of this policy or any action by a student which might amount to unlawful discrimination on any of the grounds stated against any other student, visitor or member of staff may result in disciplinary action being taken against the student.

The School monitors curriculum content and values that promotes equal opportunities. Resources are monitored for opportunities to promote equal opportunities. Students are

encouraged to challenge discriminating behavior by peers or staff. Boys and girls are encouraged equally to reach high levels of attainment.

The School monitors the responses of different genders through:

- Examination results and data
- PASS Data
- Tutor time activities
- PSHE

to ensure the attitudes and values support equal opportunities. It is our policy to encourage boys and girls equally to develop the five principles of SEAL.

Students are engaged in cross generation activities to reduce ageist attitudes.

Vulnerable students' e.g.: LAC, are monitored to ensure equality of opportunity is safeguarded.

Church Stretton School as an employer

We will implement our Equal Opportunities Policy in our role as an employer. We will strive to have a workforce which reflects the population we serve.

We will demonstrate our commitment to equal opportunities in the way we:

- recruit and select people
- train and develop people
- recognise the abilities that people display
- manage changes when those impact upon employees
- expect the highest standards of employee conduct and behaviour
- will not accept any form of unfair treatment, discrimination, harassment, or removal of dignity by any of our employees or to any of our employees.

To implement this policy we will:

- Make sure all employees know about the policy and understand it. We will do this by induction and take action to put things right, wherever and whenever we find unfair treatment.
- Recruitment and employment decisions will be made on the basis of fair and objective criteria.

- Recruitment publicity must positively encourage applications from all suitably qualified and experienced persons. When advertising for job vacancies or promotions, the School will, as far as reasonably practicable:
- Ensure advertisements are not confined to those areas or publications which would exclude or disproportionately reduce the number of applicants due to an unlawful discriminatory ground.
- Avoid prescribing any unnecessary requirements which would exclude a higher proportion of a particular group
- Avoid prescribing any requirements relative to marital status
- Where vacancies may be filled by promotion or transfer, they will be published to all eligible employees in such a way that they do not restrict applications from employees on unlawful and discriminatory grounds.
- Personnel and job specifications will be limited to those requirements which are necessary for the effective performance of the position. All applications will be processed in the same way. The staff and Governors responsible for short-listing, interviewing and selecting candidates will be clearly informed of the selection criteria and the need for their consistent application.
- Interviews will be conducted on an objective basis against specific selection criteria which will be consistently applied to all applicants.
- The religious composition of all non-teaching staff and all applications for non-teaching staff positions will be monitored in accordance with Fair Employment legislation.
- Where applications for promotions are being considered, the assessment criteria will be examined to ensure that they are not discriminatory.
- The School will from time to time review the selection criteria and personnel procedures to ensure that they do not include requirements or conditions, which constitute or may lead to unlawful discrimination.
- The School acknowledges that it is unlawful to victimise individuals who have made allegations or complaints of discrimination, for example by disciplining them as a direct result of their complaints or the fact that they have provided information.

Commitment

Church Stretton School is committed to equal opportunities and it affects everything we do. Our commitment to equal opportunities is shared equally by Governors, SLT and employees.

The school has adopted the definition of a racial incident as “any incident which is perceived to be racist by the victim or any other person”.

We have adopted a “zero tolerance” approach to racial incidents in the workforce.

We have a confidential counselling service available to all employees.

We have policies for alternative working patterns e.g. job share, term-time only working.

A complaints Charter is in place

We have a “blow the whistle” policy to protect employees who speak up about wrongdoing. This wrongdoing may relate to discrimination, abuse or vulnerable people as well as suspected fraud or corruption.

The responsibilities of the Governors and managers

Overall responsibility

All Governors and managers are responsible for implementing the policy in every area of management activity, including managing the relations with others – for example, partner agencies.

All Governors and managers are responsible for proactively promoting the policy in a positive fashion to others and for setting a good example to others by championing and implementing the policy.

Management of employees

All Governors and Managers are responsible for ensuring that all employees and potential employees are made aware of the policy, helped to understand it, and made clear about what standards of behaviour are expected from them.

Governors and Managers must not ignore, tolerate or condone harassment of any kind, but must take prompt action to deal with it. They must proactively challenge any offensive language, any offensive pictorial or other material which goes against the policy.

All complaints alleging that the policy is being breached must be taken seriously and swift and appropriate action to investigate and deal with the complaint must be taken. Individuals who complain about such breaches and who indicate that they are consequently experiencing stress must be supported. The confidential counselling service can be used for this, if necessary.

Governors and Managers must seek advice and support if necessary.

The responsibilities of employees

All employees are responsible for complying with the Equal Opportunities Policy and for ensuring that the policy is maintained. Any breach of this policy or any action by an employee which might amount to unlawful discrimination on any of the grounds set out in this Policy may result in disciplinary action being taken against the employee.

All employees must raise concerns about discrimination, abuse of vulnerable people or unfair treatment immediately they become aware of it.

As an example, a discriminatory practice might include:

- Discrimination in the course of employment against fellow employees or job applicants, for example in selection decisions for recruitment, promotion, transfer or training.
- Inducing or attempting to induce other employees, unions or management to practice unlawful discrimination.
- Victimising individuals who have made allegations or complaints of discrimination or provided information about such discrimination.
- Anyone who believes that he or she may have been disadvantaged on discriminatory grounds is entitled to raise the matter through the School's Grievance Procedure. Any allegations of discrimination will be dealt with promptly and seriously.
- Student referrals to pastoral leaders and ultimately the Head teacher.

The Governing Body responsibilities

The Governing Body ensures that the schools' ethos, policies and practices respect the rights of all individuals and seeks to promote positive action to ensure that all students and staff are enabled to make the most of their abilities and qualities.

The Governing Body review the schools' *'Disability Policy'* biannually and in particular the following arrangements for disabled students:

- Arrangements at the school for the admission of students with disabilities.
- Steps to prevent those students being treated less favorably than other students.
- The facilities to assist access to the school by students with disabilities.

Arrangements for monitoring and evaluation

The Head teacher reports to the Governing Body termly, on any breaches of the policy, and subsequent action taken. The Governing Body analyses and evaluates data on student achievement, attendance and exclusions to satisfy itself that all students are achieving to their potential. It also monitors information on staff appointments and complaints and promotes good practice to satisfy itself that equal opportunity values are promoted within the curriculum and extra curricular activities. Attendance and exclusion data is analysed and reviewed regularly with SLT.

Other related Policies

- Creating Positive Learning Ethos
- Relationships and Sex Education
- Anti bullying
- Racial Awareness
- Whistle Blowing Policy

REVIEW

The Governing body will approve this whistle blowing policy at the next Full Governing body meeting which will be held on the 19th November 2009.

Head teacher.....

Date.....

Chair of Personnel Committee..... Date.....

Chair of Governors..... Date.....