

EQUAL OPPORTUNITIES POLICY

Date of last review: March 2008

Rationale

1. The Solihull Policies on Equal Opportunities, Race Equality, Accessibility and Disability Equality Scheme will be followed.
2. All students have equal access to a broad balanced curriculum (including out of school provision) which is adequately resourced.
3. Equal Opportunities will be taught and promoted as part of the formal and informal curriculum in school.
4. All aspects of curriculum, assessment, school procedures, staff appointments, actions, attitudes and structures within school will be monitored to ensure equal opportunities for pupils, parents, staff and governors.
5. Actions and activities in relation to racial, ethnic, disabilities, impairments, religious and sexual harassment will not be tolerated.

Procedures

1. The Professional Development Co-ordinator will monitor the school policy on equal opportunities in relation to staffing issues. The key role is to ensure that all staff has equal access to career development and training.
2. The Academic Board will monitor the school policy on equal opportunities in relation to student curricular aspects. Their role will be to ensure that all pupils have equal access to an appropriate, and broad-range curriculum, and that positive steps are taken to ensure the engagement of all.
3. All subject areas will produce an equal opportunities policy which describes how the department ensures equal access and where aspects of equal opportunities are addressed and promoted in the curriculum (including extra-curricular provision). Steps should be taken to provide positive images of different cultures. The skills and experiences of parents and members of local ethnic minority groups should be used to support the school.
4. The school's policy on Social, Moral, Spiritual and Cultural issues recognises individual differences and celebrates diversity.
5. The Pastoral Board will monitor the school policy on equal opportunities in relation to student pastoral issues (including exclusions, attendance, rewards, and racial, cultural harassment, bullying and the involvement of parents.
6. Racial abuse will not be tolerated. All incidents of racial abuse will be logged by heads of year and a form completed termly by the Director of Pastoral Care.
7. All students have the opportunity to participate in festivals celebrating different faiths.
8. Data concerning pupil attainment and progress will be analysed by ethnicity.

9. All serious incidents involving pupils will be referred to a senior member of staff.
10. Regular staff training on issues of equal opportunities will be delivered.

Monitoring

1. Aspects relating to the curriculum and teaching provision will be monitored as part of the regular curriculum monitoring programme.
2. The PDC and Pastoral Board will receive reports and monitor the application of the policy.
3. Staff can address any concerns on EO issues with members of the Leadership team or through the standard grievance procedures.
4. All serious incidents will be reported to the Governors

Review details

Annually by the Leadership Team.

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