

CATOR PARK SCHOOL

EQUAL OPPORTUNITY POLICY

Revised July 2008

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CATOR PARK SCHOOL'S EQUAL OPPORTUNITIES POLICY

This policy underpins the ethos of the school and all other policies.

1. All pupils have a right to equal access to all areas of the school regardless of gender, ethnic origin, social group or class, ability or disability, religion, creed or sexuality.
2. All pupils have a responsibility to show tolerance, respect and understanding to all other pupils.
3. The school is committed to ensuring that equality of opportunity and mutual tolerance should also apply to all members of staff. Staff are expected to have regard to this statement in their conduct with pupils and all members of the school.
4. The Senior Leadership Team (SLT) will monitor equality of opportunity within the school.
5. Faculties should endeavour to promote equality of opportunity, to eliminate stereotyping and to counter prejudice as well as promoting an awareness of, and sensitivity to, differences in social custom, behaviour and religious beliefs. This should include helping pupils to develop a capacity for understanding and accepting the unfamiliar.
6. All members of the school community have a duty to implement the code of practice.

Code of Practice.

It is essential that staff demonstrate their support for the school's Equal Opportunities Policy. All staff should:-

- a) Select and encourage pupils of all abilities and all ethnic groups to take full part in all school activities.
- b) Be aware, in what they say and write, of the possible offence that can be caused by thoughtlessness. Even seemingly mild or jocular comments can cause offence.
- c) Make pupils aware of the consequences of using emotive and provocative language.
- d) Avoid the exclusive use of he, his, him when she, her etc. are easily substituted in correspondence, texts and discussions.

All Staff

Incidents of abuse or harassment or use of words which cause offence, should not be ignored by any member of staff - teaching or non-teaching.

- always try to deal with the matter immediately.
- explain to all parties concerned the possible consequences of their actions/words.
- complete an incident form (see end of section). Copy this to the Head of Year/Head of Faculty.
- refer more serious cases, such as a serious argument or violence, to the Head of Year who will then decide to alert the SLT if the incident is serious enough. Record the incident on the Incident Sheet as above.
- confiscate any literature which causes offence e.g. from the National Front or the BNP or obscene literature, and explain its offensiveness.
- confiscate badges or emblems which are not part of School Uniform.
- report any graffiti on furniture, walls etc. to the Buildings Manager who will arrange for its removal.
- pupils should cover any exercise books which have been defaced.
- review teaching methods, strategies, display and materials to ensure differentiation and to recognise the wide range of experiences, cultures and abilities.
- ensure that a copy of the Equal Opportunities Policy is sent to all visiting speakers.
- report to the SLT any external examples of discrimination whether sexist or racist e.g. examination papers which seemed to be biased.
- encourage contributions which reflect the diversity of language and culture of everyone in the school.
- complete the Special Needs Book in the staff room where applicable.

Year Leaders

- will keep a record of incidents of racism, sexism or bullying which are reported to them with a view to monitoring individual and group behaviour to keep the SLT informed. Racist incidents will be recorded on the Racial Incident Monitoring form and will be forwarded to the Borough.
- monitor work experience placements to provide pupils with the opportunity to experience non-traditional, as well as traditional, work.
- ensure that the pastoral curriculum reflects the needs of the school population with regard to equal opportunities.

Senior Leadership Team

- will monitor equality of opportunity within the school.
- take appropriate action in more serious cases, including temporary or permanent exclusions.
- complain formally to any visiting speaker, or their employer, concerning any breach of the school's Equal Opportunities Policy.
- complain formally to any external agencies e.g. Examination Bodies where there are causes for concern.