

The International
school & community college

Unlocking Potential

EQUAL OPPORTUNITIES POLICY

Reviewed: November 2011
Date of Next Review: November 2012

Schools have a major influence on the attitudes of society and of those we educate. We are in a powerful position to bring about change for the good. We aim to give confidence and promote awareness of the valuable contributions of all members of our society.

Within the philosophy of the school it is recognised that all students are entitled to full access to the curriculum regardless of race/religious belief, gender, physical ability or special needs.

Racism, sexism and special needs

All students are entitled to full access to the curriculum regardless of race/religious belief, gender, physical ability or special need.

It is recognised the needs of the individual student must be met.

Incidents of racism or sexism will be dealt with in a sensitive manner. All such incidents will be recorded.

The PSHE curriculum will help to promote a positive image of all members of society, with particular reference to race/religious belief, gender, physical ability and special need.

Resources

Current resources and new acquisitions will be monitored to ensure the promotion of a positive image in respect of race, gender and special need.

Resources will meet the needs of all students, particularly those with a special need, to ensure full access to the National Curriculum.

Environment

It will be ensured that the environment reflects the school's commitment to a policy of equal opportunities for all.

Displays will reflect a positive image of race/religious belief, gender, physical ability and special need.

All students will be given the opportunity to contribute to displays throughout the school and their contributions will be valued.

The school buildings will be continuously monitored for access and an access plan will be prepared and regularly updated for approval by the governing body.

Staffing

The school recruitment, selection and development procedures will be based on good equal opportunities practice, in line with the Birmingham City Council Equal opportunities in Employment Policy, which has been developed with regard to the following legislation:

- Sex Discrimination Act 1975 (and its amendments 1986)
- Equal Pay Act 1970 (and its amendments 1983)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Chronically Sick and Disabled Persons Act 1970 (and its amendments 1976)
- The Rehabilitation of Offenders Act 1974
- Employment Equality (Sexual Orientation) 2003
- Employment Equality (Religion and Belief) Regulations 2003

Every member of staff, teaching or non-teaching has a valued contribution to make to the life of the school. It is recognised that the professional development of all staff enriches the resources of the school as a whole and staff development will be regularly reviewed and supported wherever possible.

Staff will be kept aware of the dangers of allowing stereotypes to influence their expectations of pupils and will therefore ensure that all pupils are offered equal opportunities.

We are aware of the importance of positive role models both in terms of gender and ethnic origin.

Organisation

Every aspect of organisation throughout the school will reflect our philosophy of equal opportunities.

Race/religious belief

The school will record every incident of racism and discrimination on religious, faith or any related grounds. Reports of all incidents will be sent to the LA for monitoring.

The school will ensure that staff expectations of different race/religious belief groups are not discriminatory.

Gender

Planning of the curriculum will be monitored to ensure no gender bias in timetabling or subjects.

Test scores and examination results will be analysed to compare boys and girls results within the school, similar schools and national results.

Physical ability

The school will ensure that every student regardless of their physical ability has full school and curriculum access

Special needs

The school provides resources to cater for students of every ability