

# EQUAL OPPORTUNITIES POLICY

<b>Date of Policy</b>	September 2017
<b>Date of Next Review</b>	September 2019
<b>Staff Responsible</b>	Headteacher
<b>Reference</b>	Staff shared area/staff development/policies/LSK
<b>School/Governor Policy</b>	Governor

## **EQUAL OPPORTUNITIES POLICY**

### **Background and rationale**

The Governors, Headteacher and staff of Severn Vale are committed to policies, procedures and practices which do not discriminate unfairly or unlawfully on the grounds of sex (gender and transgender), race, disability, sexual orientation, religion or belief. We believe that equality of opportunity is an integral part of the curriculum we provide, the standards we expect and the attitudes to life we encourage.

### **Purpose of the policy**

The purpose of the policy is to ensure that the school's ethos, policies and practices respect and protect the rights of all individuals.

### **Relationship with other policies**

Equality of opportunity is relevant to most of the school's policies. Severn Vale's statutory Race Equality Policy forms part of this Equal Opportunities Policy, as does the school's Access Policy and the Behaviour (including anti-bullying) Policy.

### **Procedures**

Actions to promote equality of opportunity at Severn Vale include the following:

- Setting targets to challenge all students to achieve their full potential.
- Deploying resources effectively and efficiently to ensure that all students receive appropriate support.
- Celebrating racial and cultural diversity.
- Planning the curriculum and its delivery to take into account the age, ability, gender, religious belief, ethnicity, background and SEN of students.
- Preventing racial or sexual harassment or bullying.
- Ensuring an inclusive approach to students with disabilities.
- Making reasonable adjustments if the school's premises or employment arrangements substantially disadvantage a disabled person compared with a non-disabled person.
- Providing training in equal opportunities and anti-discrimination issues.
- Reviewing recruitment and selection processes for potential discriminatory practice.
- Ensuring that official guidance on employment issues is followed.

### **Monitoring and evaluating the policy**

This policy will be updated annually by Richard Johnson, Headteacher and monitored by the Governors' Children, Families and Community Committee.

As part of its self-evaluation procedures Severn Vale analyses and evaluates data on student achievement, attendance and exclusions to ensure all students achieve to their potential. It also monitors information on staff appointments and complaints.

The Headteacher regularly reports to both the Governing Body and to parents on the impact of its policies and practices in relation to equality of opportunity. This includes the Access Policy, Race Equality Policy and SEND Policy.