



SMITHILLS SCHOOL

POLICY: EQUAL OPPORTUNITIES POLICY

RATIONALE

As a multicultural school we value equally all who study and work here. We acknowledge and celebrate our school's rich diversity of cultures and faiths and commit ourselves, irrespective of race, gender, faith, ability, social culture or disability, to equal opportunity for all.

We shall, through our principles, policies and practices respect and preserve individual and collective identities in a school community that promotes social justice and cohesion.

PURPOSES

1.	To provide equality of opportunity for all who study and work at Smithills within a happy and secure environment in which all pupils are valued and able to participate fully in school life.
2.	To develop and encourage co-operative working relationships between all, based on mutual respect.
3.	To challenge stereotyping and question attitudes not consistent with this policy.
4.	To ensure that learning materials and resources are consistent with the Equal Opportunities Policy.
5.	To deliver a broad balanced curriculum entitlement which celebrates cultural diversity, identifies the contributions of women and men and of all cultures in the development of civilisation and promotes cultural development.
6.	To promote positive relationships and interaction amongst the whole school population and between school and local communities.
7.	To ensure equality of opportunity in the recruitment, selection and advancement of staff.
8.	To ensure that equal opportunity issues are an integral part of all professional development programmes.

Written By: Su Barker, Deputy Headteacher

Signed:

Headteacher

Date: July 2016

Approved on behalf of Governing Body:

I Carter, Chair

Date: September 2016

For Review: September 2018



Management of Pupils

GUIDELINES	
1.	Our Values and Ethos will be committed to combating racism, sexism and all forms of prejudice. Just and fair treatment of all will be a responsibility of the school irrespective of race, gender, religion, social culture or disability.
2.	Equal opportunity issues will be an integral part of our professional development programmes with the intention of raising staff awareness and developing appropriate teaching techniques and positive attitudes.
3.	The school's assessment, recording and reporting techniques, and behaviour for learning system will be free from cultural bias and give credit for pupils' social and linguistic skills and academic success.
4.	Monitoring pupil progress and performance will include a gender and ethnic analysis.
5.	Equal opportunities will be promoted in the general organisation of the school from administrative issues such as class lists to areas such as assemblies which develop the school's ethos.
6.	Schemes of work, teaching materials and techniques, resources and displays etc., will provide a positive image of cultural diversity, challenge stereotyping and encourage pupil participation and interaction. Pupils will have equitable access to appropriate resources.
7.	Text books, library books, worksheets, display work, audio visual and other written communications should be carefully chosen, regularly monitored, and reflect Britain as a multicultural society.
8.	Teaching posts, duties and responsibilities will be allocated irrespective of any bias.