

EQUAL OPPORTUNITIES POLICY

<i>Date Written (Reviewed) :</i>	<i>September 2019</i>
<i>Date approved by Governors :</i>	<i>October 2019</i>
<i>To be Reviewed in:</i>	<i>September 2022</i>
<i>The person responsible for monitoring this policy statement and monitoring and evaluating its implementation is:</i>	<i>Miss S Owen - Teacher</i>

This Policy should be read in conjunction with Greenbank School's Race Equality Policy.

Rationale

Every member of Greenbank School, irrespective of race, disability, age, religion, belief, sexual orientation, gender, transgender and possible pregnancy, is regarded as of equal worth and importance. Sometimes young people who don't conform to gender stereotypes experience homophobic, bi-phobic and transphobic language. At Greenbank School we challenge all negative language and believe in educating our students to respect and celebrate diversity and allow equal opportunity practices across school.

Aims and Purposes

Greenbank School aims to provide an educational environment, which is comfortable, welcoming, and affirms the positive contributions of all its members.

Greenbank aims to create conditions whereby staff and pupils are treated solely on the basis of their merits, abilities and potential, regardless of disability, gender, colour, ethnic or national origin, age, socio-economic background, religious or political beliefs, family circumstances, sexual orientation or other irrelevant distinction.

The impact of school's promotion of a whole school approach to the visibility and positive inclusion of LGBT+ people will aim to show our commitment to improving the lives of all young people that we work with, as well as the LGBT+ young people in our care, those from LGBT+ families and LGBT+ staff members.

Greenbank School seeks to ensure that it provides opportunities for pupil to develop in their understanding of work and work according to the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

Greenbank also seeks to identify and eradicate any practices, which might promote discrimination.

Implementation

Greenbank School is committed to the recognition that equal opportunities must embrace teaching, learning and curriculum issues.

Equal opportunity practices are evident in :

- The formal curriculum i.e. the programme of lessons.
- The informal curriculum e.g. extra curricular activities.
- The hidden curriculum e.g. the ethos of school, the quality of personal relationships etc.

In implementing equal opportunities, Greenbank School will :

- Ensure that its Equal Opportunities Policy Statement is widely distributed throughout the school, promoting community cohesion.
- Establish support systems for all pupils and staff who may become the subject of discrimination.
- Ensure that equal opportunity principles underpin all aspects of school life by alerting staff, pupils, parents and those who liaise with the school to these principles.
- Ensure equality of access to appropriate curricula, work experience and career advice at the school by adequately monitoring the progress, selection and assessment of all pupils.
- Ensure that the curriculum and resources provided for the pupils and the displays around school have been well considered, so as to eliminate bias and unequal opportunity.
- Ensure that recruitment and selection procedures are subject to equal opportunity.
- Make every effort to ensure that the structures, services, physical environment and buildings reflect the needs of all members of Greenbank.
- Ensure that decision - making structures include the appropriate representation of staff and, where appropriate pupils.
- Ensure student voice is considered at school council meetings.
- Make every effort to ensure that traders, contractors, institutions, organisations or individuals who may interact with the school, are aware of the Equal Opportunities Policy.
- Engage parents in awareness and understanding of equality, diversity and tolerance.