

Date reviewed: June 2020

EQUAL OPPORTUNITIES & DISABILITY POLICY

The school is committed to the promotion of justice, equality of opportunity and fair treatment for all members of the multi-cultural school community, in compliance with the disability provisions of the Equality Act 2010 and the preceding legislation including the Special Educational Needs and Disability Act 2001 (SENDA).

Aims

- To prepare children for living in a complex multicultural society and to value diversity in others.
- To establish an environment where school becomes effective in reducing prejudice and raising self-esteem.
- To provide a safe and welcoming place for all members of the school community and develop a culture where people feel motivated and confident to disclose a disability, with a view to negotiating access arrangements in order to promote equal participation in the School's services.
- To take appropriate action to deal with any form of discrimination within the school including discrimination on the grounds of gender; age; religion or belief; physical ability or disability; learning ability or disability, other special educational needs or academic or sporting ability; race (including colour, nationality, ethnicity, family, cultural or linguistic background); marital status and civil partnership; sex; sexual orientation; trade union membership; part-time and fixed-term working; gender reassignment; pregnancy and maternity.
- For the purpose of this policy, the term "disability" has the same meaning as that given in the Equality Act 2010 and SENDA 2001: "physical or mental impairment which has substantial and long-term adverse effect on your ability to carry out normal day-to-day activities".

Action to Implement Policy

The school aims to ensure that opportunities and facilities are available to everyone who studies or works in the school. To this end the school will:

- ensure that the educational needs of all pupils are properly assessed;
- ensure all students with special educational needs or medical conditions are supported via appropriate access arrangements for exam purposes;
- identify those barriers (physical, environmental and curricular) which could prevent individuals from accessing the learning opportunities the school provides, and seek to remove them, making reasonable adjustments through best endeavours to promote inclusion;
- provide a supportive and welcoming atmosphere;
- develop effective support systems;
- employ a range of teaching styles to ensure no pupil is excluded from learning and to enable pupils to achieve success;
- challenge inappropriate attitudes and practices directly. This might involve quiet conversations with individuals, speaking with groups of children, broader messages through letters home to parents or the use of disciplinary sanctions; and
- model positive behaviours to demonstrate the school's commitment to equality of opportunity.

All members of the school community have a personal responsibility for the ongoing and practical application of this Equal Opportunities & Disability Policy.

The school interacts with numerous other organisations, groups and individuals. It is important that the school ethos with regard to equality issues extends across all areas of its work. Therefore the school will:

- make use of opportunities to promote the principle of equality of opportunity;
- celebrate diversity and difference; and
- promote the interests of disadvantaged groups to others.

School staff have a responsibility to ensure this policy is carried through effectively and should give active support to the policy. Staff should encourage pupils and colleagues to report any instances of discrimination. The school takes seriously its responsibility to ensure that any instances of discrimination are investigated fully, and appropriate, sensitive and responsive action is taken. In the case of pupils and staff this could involve the school's disciplinary procedures.