



HAMILTON LODGE SCHOOL

Equal Opportunities Policy

POLICY FOR EQUAL OPPORTUNITIES

Introduction

We aim, within Hamilton Lodge School, to provide equality of opportunity for all members of the School community whatever their age, ability, gender, race, disability or background. We want all members of the School community to achieve their full potential. As such, we work to ensure that our expectations, attitudes, and practices do not prevent any member from reaching their potential.

Hamilton Lodge School wholeheartedly supports the principle of equality of opportunity and opposes all forms of discrimination on the grounds of race, colour, nationality, ethnic or nation origin, religion, gender, marital status, sexual orientation, age, disability, medical condition (including people living with HIV or AIDS) or disability. It is in both the School's best interest, and those who work for it, to ensure that the attributes, talents and skills available throughout the community, are recognised when employment opportunities arise.

Scope

This policy statement applies to all pupils, staff, Trustees and Governors at Hamilton Lodge School.

Statement

Hamilton Lodge School celebrates the diversity of our staff and pupils. We recognise and respect the fact that each individual is different.

We do not tolerate any forms of racism or racist behaviour, homophobic bullying or any intolerance of minority groups. Should an incident occur, we will act immediately to prevent any repetition of the incident.

We promote an understanding of different cultures, beliefs and lifestyles through the topics studied by the pupils, and we reflect this in the displays of work shown around the school.

Aims of our Equal Opportunity Policy in School

Hamilton Lodge School is committed to equality of opportunity for all members of our community.

We aim to:

- Provide equality of opportunity for all pupils whatever their age, ability, gender, race, religion or background. We want all our pupils to achieve their full potential during their time with us. We work to ensure that our expectations, attitudes, and practices do not prevent any pupil from reaching their potential.
- Treat everybody at Hamilton Lodge School without prejudice irrespective of gender, ethnic origin, age, religion, class, ability, disability, sexuality or any other perceived difference.

- Provide a broad and balanced curriculum in which all pupils can participate irrespective of their ability
- Ensure that pupils of both sexes have equal opportunity within and equal access to all areas of the whole school curriculum.
- Celebrate diversity within all areas of the school so that each individual is equally valued.

The following strategies are employed to ensure the concept of equal opportunity permeates all of the life and work of the school. These strategies include:

- All modes of communication are equally valued (see Communication Policy)
- Children of both sexes have equal opportunity within and equal access to all areas of the school curriculum. This includes both the Programmes of Study and Attainment Targets for the National Curriculum subjects; other subject areas currently outside the National Curriculum and areas such as extra-curricular and care activities.
- Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.
- Efforts are made to recognise and be aware of the possibility of gender and cultural bias in both our teaching and learning materials and our teaching styles
- Materials are carefully selected for all areas of the curriculum so as to avoid sexual or cultural stereotypes and gender bias
- Teacher time, attention and all resources are given equally to boys and girls
All children are encouraged to work and play freely with others of both sexes within the constraints of child protection needs
- Opportunities are given for children to work with teaching and non-teaching staff of both sexes
- Teaching and other groupings, such as dinner queues, assembly seating, lines for dismissal, classroom seating and playground areas are organised on the basis of criteria other than gender, for example, age, ability, friendship
- Equality between the sexes is recognised when giving/delegating responsibility and noting achievements of both children and staff
- Discipline procedures – notably rewards and sanctions – are the same for both sexes
- Our school uniform policy reflects equality of opportunity for all children
- Children and all staff are encouraged to value each other, build and maintain co-operative working relationships both within school and in the community. Such relationships being based on mutual respect for each other

Any differences involving gender, culture or communication which arise inside or outside the classroom are dealt with sensitively and are discussed with the children.

Pupil Admissions

Hamilton Lodge School admits pupils irrespective of their gender, race, creed, disability or special educational needs providing that we feel that we can meet their needs without adversely affecting the education or welfare of other pupils. (See Admissions Policy.)

Aims of our Equal Opportunity Policy in Employment

The School is committed to ensuring equality of opportunity in employment and a high level of service to its stakeholders. The aim of our equal opportunity policy is to ensure that:

- No applicant or employee receives less favourable treatment on the grounds of gender, disability, race, religion, colour, nationality, ethnic or national origin, marital status, having dependants, age, sexual orientation, social class, trade union activity, political belief and those living with chronic health conditions.
- Selection criteria and procedures are regularly reviewed to ensure that individuals are selected, promoted and treated on their own merits and abilities.
- All employees are given equal opportunities and, where appropriate, special training to progress within the departments.
- Employees understand their responsibilities and are given the opportunity to develop their confidence and competence in operating the policy.
- If any employee considers they have been unfairly treated then they should follow the steps laid out in the School's Grievance Procedure. Non-employees should follow the School's Complaints Procedure.
- Arrangements are in place to monitor recruitment of employees to ensure the principles of this policy are applied.

All teaching and non-teaching posts are not sex-specific except where child protection demands it. We have a policy of recruiting Deaf staff to posts, wherever possible and appropriate, in an equal opportunities selection and interview procedure. All staff are given access to whole staff and departmental meetings through the use of BSL interpreters where necessary. Both men and women are encouraged to teach in all age groups and each Key Stage. All staff have equal access to in-service training and posts of responsibility.

Practices and approaches involving equal opportunity in terms of gender and cultural issues are regularly reviewed by members of staff within departments.

Policy Review

This policy will be reviewed annually and changes will be reported to the Governors for ratification. The Leadership Team will monitor the operation of this policy.

Monitoring and Incidents

Breaches of the Equal Opportunities Policy including racist and homophobic incidents are reported using the Incident/Internal note system. All such incidents will be entered in the 'Incident Log'. The Leadership Team will monitor this log and take appropriate action. Any incidents will be reported to Trustees and Governors in the termly Head Teacher's report.

Relevant Policies/Guidelines

- The School's Statement of Purpose
- Assessment, recording and reporting policy
- Curriculum Policy
- Teaching and learning policy
- Care policy
- Equality and diversity policy
- Pay policy
- Recruitment policy
- Race equality policy
- Professional development policy
- Behaviour policy
- Bullying policy
- Admissions and transfer procedures
- Grievance and disciplinary procedures
- Collective worship
- Sex Education policy
- SEN policy