



EQUAL OPPORTUNITIES POLICY - Students

Statement of Belief

In line with Plymouth City's policy on Equal Opportunities and reflecting our school's mission statement, the staff and governors of our school confirm our belief that all individuals are of equal value. We recognise that this belief has not always been held in our society and that certain people have suffered prejudice and discrimination in the past and often still do so today.

We have a moral and professional responsibility to identify barriers which impede the progress of learners and intervene to lessen and eventually remove them so that all learners, regardless of their sex, ethnicity, class, ability etc. are allowed to achieve their potential.

Aims

In respect of the above statement we intend to:-

Ensure that all students have equality of opportunity to develop and achieve their full potential in all areas of school life, both curricular and extra-curricular.

Develop in all students a sympathetic understanding of the needs and values of others.

Create and maintain a supportive caring environment which demonstrates that all individuals and cultures are valued.

Address issues relating to or reflecting discrimination directly, as an integral part of the curriculum and as part of the day to day running of the school.

Promote positive images of those who are discriminated against within our society.

Practical Implications

a) Organisational

Where possible, unnecessary segregation of boys and girls will be avoided. In relation to disciplinary matters, recognition of achievement, provision of extra-curricular activities, access to areas of the school etc. boys and girls will be treated equally.

b) **Curriculum**

Staff will examine all resource material, lesson content, teaching methodologies, learning strategies, procedures for assessment, reporting etc. to eradicate the reinforcement of stereotypes. The overriding intention is to ensure the continuing interest of girls and boys equally. All departments will be expected to address the issue of equality of opportunity in departmental handbooks and schemes of work.

Individual teachers will develop appropriate strategies for pupils to engage equally in such classroom activities as group discussion, answering questions and practical work. All teachers will evaluate the success or otherwise of their management of the EO policy at regular intervals throughout the year.

Wherever possible courses will be offered to students which are externally accredited in order to give esteem to their educational work.

Each student will have equal access to the curriculum.

c) **School Ethos**

We will endeavour to give all students a positive self-image, helping to promote feelings of worth by valuing their efforts, their beliefs and views and their cultural heritage. Everyone in the school will be encouraged to treat themselves and others with respect.

Behaviour Management

In a school for emotional and behavioural difficulties it is sometimes necessary to manage extremely difficult behaviour. As a school we believe that effective commonly agreed strategies can be employed by all members of staff to control challenging situations. This will enable all staff to make a positive contribution to the discipline within all areas of school life.

When students bully other students they often use differences or individual characteristics as the basis for their bullying. We believe that bullying in our school should be taken seriously. When children perceive discrimination it always deserves staff attention.

We will work towards the reduction in the use of language which makes use of male and female body parts, threats of physical violence, and use of physical/sexual characteristics as a form of abuse.

Parents

Wherever possible we will inform attitudes so that adults are able to give students an accurate picture of cultures other than their own. There will be different views amongst parents concerning equal opportunities and some may be wary about what this involves. As with so many other situations, such parents have to be reassured, and sometimes coaxed into seeing the value of what the school is trying to achieve. This can only be done by good communication with all parents. Presumably this isn't published outside staff

Management

In the event that covert or overt discrimination comes to the attention of anyone within the school it should be dealt with and if needed a member of SMT should be involved.

Such incidents which contain any element of racism must be recorded on the forms in the office.

Conclusion

For this policy to be fully effective we need the cooperation and commitment of all those involved in the life and work of Mount Tamar school. We believe that this policy will help us to develop and promote the good work, happy atmosphere and individual development of all our students and staff.

Date adopted by the Governing Body 9th December 2017

To be reviewed bi-annually – Autumn Term 2020