

Gartree High School



Equality and Diversity Policy 2019



GARTREE HIGH SCHOOL

EQUALITY AND DIVERSITY POLICY

EQUALITY STATEMENT

At Gartree we seek to create an ethos in which individuals feel valued for their unique contribution. We actively discourage all discrimination and welcome the Equality Act 2010.

To this end the Governors have adopted an Equal Opportunities Policy and we strive to:-

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We work hard to ensure those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the group listed below:

- Sex
- Disability
- Ethnicity/race
- Gender reassignment
- Maternity and pregnancy
- Religion and Belief
- Sexual orientation

We aim to:

1. Foster caring and tolerant attitudes in all members of the school community.
2. Support all pupils in developing their potential and self-esteem.
3. Challenge all forms of abuse.
4. Secure all pupils access to the full curriculum.
5. Promote good educational practice within the curriculum in relation to equality and diversity.
6. Encourage good community relations.
7. Build on the strengths of cultural diversity and to value all home and community languages.
8. Apply Equal Opportunities Guide to Good Practice in the recruiting, selecting and promoting of staff.

Pupils and Staff

1. Communication between all members of the school community will be based on respect for one another.
2. Language and behaviour which is offensive to any section of the community will not be tolerated.
3. All members of the school community should be aware of the existence and effects of prejudice and guard against discriminatory comments and behaviour.
4. Staff must be prepared to intervene, counsel and challenge in incidents involving prejudice and discrimination. All racist or homophobic incidents must be reported and recorded.
5. Staff will promote equality of opportunity through learning and teaching methods which do not discriminate.

6. Staff will ensure that pupils can express feelings and ideas without fear of ridicule or harassment.
7. Our expectations of children will not be limited by stereotypical assumptions regarding ethnicity or gender.
8. All pupils will be encouraged to participate in extra-curricular activities regardless of race, ability, gender or the capacity to pay.
9. Equal opportunities will be applied to all aspects of recruitment.

Pastoral

1. We will encourage all pupils to adopt a caring and responsible attitude to others and the environment.
2. The values of the school and standards of behaviour apply to all pupils regardless of race, gender, ability or social background.
3. We recognise the right of every person in our school to be free from verbal and physical harassment. All violence is unacceptable.
4. All staff will deal with discrimination and prejudice in accordance with the Behaviour Management Policy.
5. Offensive literature will be confiscated.
6. No graffiti, particularly of a prejudiced nature, will be tolerated.
7. School assemblies will reflect a positive and informative approach and will deal with themes which unite peoples, such as the celebration of festivals of various cultures.
8. Rewards and sanctions will be awarded fairly, regardless of gender, ethnicity or ability.
9. Assemblies will take into account the diverse nature of the school.

Curriculum and Learning

1. The curriculum will be accessible to all pupils and the quality of learning experience will be equal for all.
2. The curriculum will challenge stereotyping, prejudice and discrimination. Schemes of learning will actively promote equality of opportunity and positive attitudes towards all people.
3. Teachers will assess the individual needs of all pupils and produce differentiated schemes of work to match these needs.
4. The curriculum will have respect for diversity and educate against prejudice.
5. The curriculum will promote awareness of gender issues and educate against sexism and homophobia.
6. Teachers will value and draw on the individual knowledge and experience which all pupils can bring to their learning.
7. Pupils will be given equal access to and support in the use of materials, resources and equipment.
8. Resources will be presented which avoid stereotyping, promote positive images and give equal emphasis to all in society.
9. Materials which reflect Britain as a diverse society will be used.
10. The school canteen will strive to meet the dietary needs of all pupils and staff.
11. The use of recreational space will reflect the needs of all pupils and staff.