



# Equal Opportunities

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At Woodhey High School our vision is:

To be a centre of excellence, where students, staff and the community are proud to work together to broaden our horizons, exceed our aspirations and where everyone achieves their full potential.

## **#TeamWoodhey**

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*At Woodhey High School, we have two key values that drive our actions, our choices, and our decisions.*

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These are:

### **Respect**

We treat everyone as we wish to be treated ourselves; we are all part of the same team

### **Excellence**

We strive to be the best we can be at all times; nothing but the best is good enough for us

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*Underpinning our values are two clear expectations.*

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These are:

Respect every member of staff and student in our community, following all instructions without answering back

Being excellent by being prepared for, and completing all work to the best of our ability without distracting others

We are a team made up of our staff, our students, our parents and carers, and our wider community. Our vision, values and expectations apply to all of our community.

Teamwork is the secret that makes common people achieve uncommon results (Ifeyanyi Enoch Onuoha)

## **#TeamWoodhey**



# Equal Opportunities Policy

## Introduction

Woodhey High School is committed to the need to promote equality for students, staff and the wider community. The Equality Act 2010 defines unlawful behaviour as direct discrimination, indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics; disability, age, race (including colour, nationality, ethnic or national origin), religion and belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity, and gender reassignment.

The school is committed to ensuring all members of our community are given every opportunity to achieve the highest of standards by:

- Promoting the two school values of 'Respect' and 'Excellence,' ensuring all members of our community treat each other as they wish to be treated, as we are all part of the same team, and strive to be the best that we can be, as nothing but the best is good enough. Through our Respect and academic curriculum, and professional development programmes for colleagues, members of our community are explicitly taught how to embody these values
- Taking into account the varied experiences and needs of each member of our community and ensuring they are provided with the necessary tools and support they need to succeed
- Offering a broad and balanced curriculum for all of our students, regardless of need
- Having high expectations of everyone within our community.

The school complies with current legislation concerning unlawful discrimination and promoting best practice in the equality of treatment. This policy should be read in conjunction with the following policies:

- Equality Act 2020
- The Equality Act 2014 and Schools, Department for Education (2014)
- Anti-bullying policy
- Keeping Children Safe in Education, Department for Education (2021)
- Behaviour for Learning policy
- Special Educational Needs policy
- Relationships and Sex Education policy
- Supporting Students with Medical Needs policy
- Safeguarding and Student Protection policy

## Aims and Objectives

This policy is designed to ensure that all members of our school community treat each other equally and fairly, and that no one is treated less fairly on the grounds of a protected characteristic.

All members of the school community, including visitors, are responsible for promoting the school's Equal Opportunities Policy and are obliged to respect it and act in accordance with the policy.

The policy guides the school in striving to identify and remove any forms of indirect discrimination that may form barriers to learning for some groups, and ensures that recruitment, employment, promotion and development opportunities are open to all.

The policy demonstrates the school's commitment to challenging prejudicial and stereotypical views whenever they occur. The school is aware that prejudice and stereotyping can be caused by



misconceptions and by ignorance. Through positive educational experiences, and support for each individual's point of view, the school aims to promote positive social attitudes and respect for all.

The school values each person's worth, celebrating both people's individuality and the diversity of cultures, backgrounds and experiences within the school, showing respect, and treating everyone equally.

### Equal Opportunities in Recruitment

Woodhey High School is committed to following the Safer Recruitment statutory guidance provided by the Department for Education in 'Keeping Children Safe in Education,' (2021). Recruitment and selection procedures and practices are regularly reviewed to ensure that no group is put at a disadvantage either directly or indirectly. In accordance with the spirit of this policy statement, employees are given an equal opportunity for career progression within the organisation. The aim of this policy is to ensure that no job applicant or employee is discriminated against on the grounds of a protected characteristic, or is disadvantaged by conditions or requirements which cannot be shown to be justified.

### Equal Opportunities in the Curriculum

Every student has an equal entitlement to the National Curriculum and, subject to any stated entry requirements, to all other areas of the curriculum, regardless of language, gender, race, disability, sexual orientation, religion or belief, or age. Similarly, students should have equal access to a broad and balanced curriculum that will prepare them well for life beyond school, regardless of academic ability.

To promote equal access to all areas of the curriculum, staff will actively encourage the breaking down of any traditional stereotyping regarding subject choices when advising on Key Stage 4 courses and when discussing potential post-16 options. The school will monitor any careers advice or work experience placements provided by outside agencies with the aim of ensuring equal opportunities, and all forms of both individual and wider support and guidance (including extracurricular opportunities) will be equally available to all students.

Teachers will assess all materials and resources used for teaching and will take appropriate action whenever possible to ensure that they reflect concepts, themes and information which seeks to eliminate prejudice and any other forms of discrimination. Teachers will ensure that all students feel that their language and culture is both acknowledged and valued.

Within the curriculum, behaviour expectations and rewards and sanctions are free of any indirect or direct bias. The school actively promotes an ethos in which all students feel secure and valued.

### Race and Ethnicity

The school will:

- Strive to eliminate all forms of racism (including against colour, nationality, ethnic or national origin) and racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial and ethnic groups



The school will not tolerate any form of racism or racist behaviour. Should a racist incident occur, it will be dealt with in accordance with school procedures and logged accordingly. The school is welcoming to all minority groups. The celebration and understanding of cultural diversity are promoted through both the academic and Respect curriculum. The curriculum will enhance students' understanding of UK and world society and history, including the contributions of minority ethnic groups and key individuals within those groups. As part of the broad and balanced curriculum, the school will ensure fundamental British values are promoted; giving students clear understanding of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

### Gender and Sex

The school will constantly examine its curriculum, procedures and materials for gender bias, inequality or stereotyping. The school will encourage students to be aware of the rigid gender stereotypes presented by, for example, the media and will ensure that resources include books and other learning materials which value the achievements of both women and men. The school is committed to providing a curriculum which avoids unnecessary historical gender divisions.

The school also ensures that:

- Teachers allocate their time fairly between the sexes
- All students have opportunities to work with students of both sexes
- The traditional gender stereotypes are broken down
- Students have opportunities to examine their own pre-conceived ideas of gender roles
- Students are given the opportunity to pursue less conventional subjects and interests.

### Disability

There is a general requirement in The Equality Act 2010 to make reasonable adjustments for those with disabilities. The school is committed to meeting the needs of both staff and students with disabilities and will make reasonable adjustments to arrangements or practices to alleviate disadvantage.

All reasonable steps will also be taken to ensure that students with disabilities are not placed at any disadvantage compared to students without disabilities in terms of access to student information and the school curriculum. The school will seek to provide an environment that allows students with disabilities full access (where reasonably practicable) to all areas of learning and opportunities afforded to all other students at the school, including educational visits.

Teachers will modify teaching and learning as appropriate for students with disabilities. For example, they may give additional time to complete certain activities or modify teaching materials or offer alternative activities where students are unable to manipulate tools or equipment.

### Religion and Belief

The school respects the religious beliefs and practices of all staff, students, parents and visitors and will comply with all reasonable requests relating to religious observance and practice. This includes respect for lack of religion or belief, as in atheism.





## Sexual Orientation

The school will make no assumption about the sexual orientation of any of the members of its community. In the curriculum, sexuality is taught within the context of loving relationships. Students' questions will be answered as they arise, honestly, factually and non-judgementally.

The school will promote students' understanding and awareness of issues related to sexuality and sexual diversity. Through the curriculum and wider opportunities for students, sexual diversity will be celebrated and students will develop respect and tolerance.

The school will not tolerate any form of homophobia or homophobic behaviour. Should a homophobic incident occur, it will be dealt with in accordance with school procedures and logged accordingly.

## Age

The school will put procedures in place to ensure that no-one is denied a job, an equal chance of training or promotion, or suffers from discrimination, harassment or victimisation because of their age. This includes not taking age into account for any of its recruitment or employment procedures.

## Training and Development

The school will:

- Enhance and develop the skills, knowledge and abilities of existing employees to realise their full potential, irrespective of background or employment status
- Provide equal access to training and development opportunities for all staff, including part time, on the basis of their assessed training needs
- Promote greater awareness of equal opportunities and the contribution that students, staff, Academy Councillors and parents and carers can make.
- Provide training to staff on equal opportunities to promote understanding of equalities legislation and the school's and their responsibilities.

## The Role of Academy Councillors

In this policy statement the Academy Council has set out its commitment to equal opportunities and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally. They will ensure that no-one is unlawfully discriminated against whilst in the school on account of their race, gender, religion or belief, disability, age or sexual orientation.

The Academy Council will monitor the implementation of this policy on a regular basis through information provided by the Headteacher. The policy will be reviewed every three years by the Academy Council.

## The Role of the Headteacher

The Headteacher will ensure that the school's policy on equal opportunities is implemented and that all staff are aware of the school policy on equal opportunities and that these guidelines are applied fairly in all situations.



The Headteacher will ensure that all appointments panels give due regard to this policy so that no one suffers discrimination.

The Headteacher will promote the principles of equal opportunity when developing the curriculum and in providing opportunities for training. The Headteacher will also promote respect for other people in all aspects of school life; in assemblies, for example, respect for other people will be a regular theme and it will also be in displays around the school.

### The Role of Teachers and Support Staff

Staff will aim to ensure that all students, parents, carers and their colleagues are treated fairly and with respect. The school will not discriminate against any child or young person, parent, carer, member of staff or visitor and will actively seek to identify and remove indirect discrimination. Ignorance of what constitutes discrimination is not a defence.

When selecting classroom materials, teachers will strive to provide resources which promote positive images and which challenge stereotypes of minority groups, and when designing schemes of learning, teachers will pay cognisance to this Equal Opportunities Policy, both in the choice of topics to study and in how to approach sensitive issues.

All teachers and support staff will challenge any incidents of prejudice or discrimination, and draw them to the attention of a member of the Senior Leadership Team.

### The Role of Students

All students will follow this policy at all times and will report any instances of prejudice or discrimination, to a member of staff. Students will show respect, tolerance and understanding towards others and are expected to demonstrate these in their interactions with others. They will treat everyone as they wish to be treated themselves.

### The Role of Parents and Carers

Parents and carers will be made aware of the policy through the school website and are expected to encourage their children to do as outlined in the policy and will draw any incidents of prejudice or discrimination to the attention of a member of staff.

### Complaints

Any complaints concerning equal opportunities should be addressed, as appropriate, through the school's complaints or grievance procedures.

