



# The Grange School and Sports College Policy Document



## 1. Title:

### **Equal Opportunities Policy**

## 2. Purpose:

The purpose of the policy is to ensure equality of opportunity for access to the curriculum and all other aspects of school life.

## 3. Aims:

The school aims to provide a high quality education for all students. The Governors and all people working in the school wish to give all students equal opportunity to prosper. In this context, disrespect to others is defined as any form of behaviour which has the effect of intimidating, humiliating, ridiculing and/or undermining the confidence of a person or group of people in relation to his or her colour, nationality, ethnic group, religion, sexuality, gender, ability or disability. Such behaviour may include:

- physical abuse
- verbal abuse (comments which cause offence whether intentional or unintentional)
- derogatory comments or jokes
- written abuse, including graffiti and the display of offensive material
- differential treatment resulting from prejudice
- challenging stereotypes

The school is in agreement with the Local Education Authority's Policies and procedures on racial and sexual harassment and will proceed on the basis that a person making a complaint of bullying or of racial or sexual harassment in The Grange School and Sports College will be taken seriously. The victim's perception of an incident will then be used as the starting point for a thorough investigation.

## 4. Policy:

### Anti-Racism

The Grange School and Sports College is committed to achieving genuine equality of opportunity in education and recognises racism in all its forms to be a major barrier to this. In order to achieve this aim the school will continue working to ensure that:

- no student entering The Grange School and Sports College is picked out as a "problem" on the basis of her/his colour, nationality or ethnic group. For example, teachers will ensure that their expectations of BEM students are not set below that of other students
- no student's educational ability and life experience is undervalued on the basis of her/his colour, nationality or ethnic group
- all aspects of life in The Grange School and Sports College, including staffing, admission, use of premises, curriculum, careers, pastoral, language and

assessment policies, will be developed to reflect our commitment to an effective anti-racist policy

### Anti-Bullying

- Every student in The Grange School and Sports College has the right to enjoy her/his learning and leisure free from intimidation, both in school and in the surrounding community
- Our school community will not tolerate any unkind actions or remarks' even if these were not intended to hurt
- Any ongoing unkind action or comment felt by the victim will be called bullying
- All members of the school community should support each other by reporting every instance of bullying
- The bully will be told that they are bullying and how it affects the victim
- Bullying will be dealt with seriously
- We are a listening school ... problems will be heard and acted upon
- We are a "telling" school ... Bullying is too important not to report

### Disability Awareness

The Grange School and Sports College is committed to achieving equality of opportunity in school for students with disabilities. In order to achieve this the school will continue working to ensure that:

- No student is undervalued on the basis of her/his disability and within available resources will be given opportunities to develop to their full potential
- Knowledge and understanding of individual problems is encouraged and staff will aim to differentiate accordingly to provide the best possible environment for learning
- Staff and students are educated towards knowledge and understanding of all aspects of disabilities

### Gender Equality

The Grange School and Sports College is committed to achieving equality of opportunity in school for both boys and girls through mutual understanding and respect and will work towards raising awareness of:

- Appropriate approaches to students irrespective of gender
- Students being undervalued on the basis of gender
- Working towards a recognized and supported ethos of discouraging dominant groups
- The disadvantage that can follow actions, practices or procedures that discriminate on the basis of gender

### Sexual Harassment

Every student and employee of The Grange School and Sports College has the right to enjoy her/his learning, work and leisure free from intimidation. Sexual harassment is a form of intimidation.

Sexual harassment is unwanted behaviour of a sexual nature. It can have a devastating effect upon the health, confidence and morale of those who experience

it. It is often an attempt by one person or group of people to display power over another. In the past, many people have accepted some form of sexual harassment because they did not know how to stop it.

Sexual harassment can take physical, verbal and visual forms. Some examples include:

- unwanted physical contact
- suggestive or over-familiar behaviour
- demands or requests for physical favours embarrassing jokes about sex or gender
- terms of sexual orientation used as a form of verbal abuse degrading sexual language
- use of gender stereotypes
- display or circulation of sexually suggestive material such as pictures, photographs, graffiti

Any incident of sexual harassment will be treated seriously and investigated.

Students and staff should support each other by reporting all instances of sexual harassment.

We are a "telling" school ... sexual harassment is too important not to report.

We are a listening school ... problems will be heard and acted upon.

The persons responsible for the sexual harassment will be made aware of the seriousness of their actions.

## **5. Relationship to other Policies:**

- Recruitment Policy
- Behaviours for Learning Policy
- Drug & Substance Use and Misuse Policy
- Gifted and Talented Policy
- Health and Safety Policy
- Educational Visits

## **6. Monitoring, Review and Evaluation:**

The monitoring of the implementation of this policy will be the remit of:

- Link Governors
- The Governor Student and Personnel Committee
- The SLT

**Adopted by Full Governing Body on:**

**Review Date: 2011**