



WANSTEAD HIGH SCHOOL

Equal Opportunities Policy

**Agreed by Governors: July 12th 2016
To be reviewed: June 2020**



Wanstead High School Equal Opportunities Policy

Section A: Wanstead High School Equal Opportunities Statement:

At Wanstead High School:

1. We try to ensure that everyone is treated fairly and respectfully.
2. We want to make sure that our school is a safe and secure place for everyone.
3. We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same.
4. We aim to make sure that no person experiences less favourable treatment or discrimination because of:
 - a) Their age
 - b) A disability
 - c) Their ethnicity, colour or national origin
 - d) Their first or home language
 - e) Their gender
 - f) Their gender identity (if they have reassigned or plan to reassign their gender)
 - g) Their marital or civil partnership status
 - h) Their being pregnant or having recently had a baby
 - i) Their religion or belief, or if they have no religion
 - j) Their sexual identity and orientation.
5. We recognise that some students need extra support to help them to achieve and be successful.
6. We try to make sure that people from different groups are consulted and are involved in our decisions, especially students, parents and staff and governors.



Wanstead High School Equal Opportunities Policy

Section B: Scope

1. Wanstead High School is committed to providing equality of opportunity. All students and members of staff have a valuable contribution to make in achieving this, the school management must ensure that individuals are aware of their personal responsibility to observe and support the Equal Opportunities Policy.
2. Students and staff should feel respected and valued.
3. No member of the school community, or prospective member of the school community, should receive unfair or unlawful treatment due to race, colour, ethnic or national origin, gender identification, age, sexual orientation, disability, marital status or religious or political beliefs.
4. School leaders will seek to identify and act upon any unfair or unlawful discrimination and behaviours.
5. Visitors, guests, and those who use our facilities in the form of lettings should be treated in the same manner as students and staff, and should also comply with our values. (See Lettings Policy)
6. Active steps will be taken to ensure that the policy is implemented and regularly reviewed.
7. School leaders will make the best possible use of skills, talents and abilities of all staff and demonstrate commitment to equality of opportunities.

Section C: Adherence to the policy

1. It is the responsibility of the Governing Body, Headteacher and line managers to ensure that within areas of responsibility the standards established within this policy are followed.
2. All members of staff are bound by this policy and must ensure their behaviour complies with its principles. The Governing Body will regard breaches of this policy as misconduct which may result in disciplinary action.



Wanstead High School Equal Opportunities Policy

Section D: Responsibilities

1. The Governing Body will:

- a) Ensure that the school complies with Equalities legislation, including the general and specific duties. This includes all policies including charging policy which should support inclusion.
- b) Ensure that the policy and its related procedures and strategies are implemented.
- c) Identify a governor with lead responsibility for all aspects of equality of opportunity and diversity.
- d) Expect visitors and contractors to respect the Equal Opportunities policy of the school.

2. The Headteacher will:

- a) Work in partnership with the governing body to ensure that the policy and related procedures and strategies are implemented.
- b) Ensure that all staff are aware of their responsibilities under the policy and are given appropriate training and support so that they can fulfil their responsibilities.
- c) Treat seriously all incidents of discrimination and take disciplinary action against staff or students who discriminate against others.
- d) Ensure that additional grants and resources are appropriately targeted and monitored.
- e) Identify a member of staff/s responsible for coordinating equality work and dealing with reported incidents of discrimination.
- f) Ensure that appropriate monitoring takes place re: job opportunities for staff as well as student achievement.

3. Staff will:

- a) Ensure that students from all groups have full access to the curriculum and be aware of data and other information to support this.
- b) Promote equality of opportunity for all through teaching and through relations with pupils, staff, parents and the wider community.
- c) Monitor teaching and curriculum developments to ensure high expectations of all pupils and appropriate breadth of content in relation to the school and the wider community.
- d) Deal with and report incidents to the appropriate SLT member to be logged.



Wanstead High School Equal Opportunities Policy

Section E: Legal Duties

1. We welcome our duties under the Race Relations Act 1976 as amended by the Race Relations Amendment Act 2000; the Disability Discrimination Acts 1995 and 2005; and the Sex Discrimination Act 1975 as amended by the Equal Act 2006 and the Equality Act 2010.
2. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. We recognise that these duties are essential for achieving the five outcomes of the Every Child Matters framework, and that they reflect international human rights standards as expressed by the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.
4. We have a statutory duty to report and record discriminatory incidents of a racist nature. (We will also report and record all discriminatory incidents to the SLT person responsible). See appendix 1.

Section F: The policy in practice.

1. The Curriculum

- a) We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the principles above, and provide equality of opportunity for all. The curriculum should be monitored to ensure there is no bias against a particular group.
- b) The wider curriculum will also reflect our commitment to equal opportunities: we promote anti-bullying week, LGBT month, Black History month, and other key events. Our chosen charities must reflect the values of equality of opportunity.

2. Ethos and Organisation

We ensure that the principles listed previously apply also to the full range of our policies and practices, including those that are concerned with:

- a) students' progress, attainment and assessment
- b) students' personal development, welfare and well-being
- c) teaching styles and strategies
- d) admission and attendance
- e) staff recruitment, retention and professional development
- f) care, guidance and support
- g) behaviour, discipline and exclusions
- h) working in partnership with parents, carers and guardians
- i) working with the wider community.



Wanstead High School Equal Opportunities Policy

3. Addressing bullying

The school is opposed to all forms of bullying and prejudice, for example:

- a) prejudices around disability and special educational needs
- b) prejudices around racism and xenophobia, including those that are directed towards religious groups and communities and those that are directed against Travellers, refugees and people seeking asylum
- c) prejudices reflecting sexism, homophobia and transphobia.

4. Addressing harassment

- a) The school is opposed to all forms of harassment, including:
 - i. Sexual harassment such as name calling, innuendo and unwanted attention
 - ii. On-line harassment including misuse of email and social media.
- b) We take seriously our obligation to report regularly to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they were dealt with.

5. Information and resources

- a) We will ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and parents through the usual channels (e.g. website and shared docs).
- b) All staff and governors have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

6. Religious Observance

We respect the religious beliefs and practices of all staff, students and parents, including those who hold no religious beliefs. We will comply with reasonable requests relating to religious observance and practice (within agreed arrangements). Our newly adopted statement on Collective Worship reflects the need to ensure no religious belief has preferred status within this school.

7. Staff recruitment, development and training

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams to enable them to carry out the school's Equal Opportunities policy. We will ensure we closely follow employment law and equalities legislation when recruiting new staff so that no candidate is discriminated against.

8. Monitoring and Evaluation

We collect, study and use data relating to the implementation of this policy, and make adjustments as appropriate. For example we collect, analyse and use data relating to achievement and behaviour broken down as appropriate according to disabilities, special educational needs; ethnicity, language and gender.



Wanstead High School Equal Opportunities Policy

To be next reviewed June 2020.