



Equal Opportunities Policy



Policy Statement

"The governors' of King James's School are committed to Equal Opportunities. No governor, employee, student or visitor should be discriminated against on grounds of their gender, race, ethnic origin, disability, age, religion, special educational need, family circumstances or sexual orientation. They support the right of all individuals to receive respect and fair treatment."

The policy applies to employment, academic, pastoral and recreational issues. The Leadership Team will ensure that the policy is developed, implemented, monitored and reported on to the governing body at appropriate intervals.

Principles

At King James's we will pursue a culture of equality and opportunity which actively values diversity and challenges disadvantage, inequality and discrimination, in order to ensure that everyone has equal access to appropriate services and is treated with equal respect.

Equality of opportunity is underpinned by the idea of equity, and equity implies not sameness of service but diversity to meet diverse needs.

Guidelines

The following seven areas are where the governors see the principles of equal opportunities being applied.

1. Student guidance

In providing guidance and support which aims to ensure that students choose the most appropriate courses and achieve their maximum potential, the school will work to ensure equality of opportunity.

The school will seek to ensure that insights into the world of work and higher education are positive experiences as free as possible from the constraints of traditional stereotyping. Assemblies and PSCE contribute to the promotion of equal opportunities. The school has an anti-bullying policy.

2. The Curriculum

Students should have access to all areas of the examined and non-examined curriculum appropriate to their needs, qualifications, ambitions and potential, and be aware of this entitlement. No aspect of the school organisation should lead to any category of student being disadvantaged or able to underachieve. When grouping pupils consideration will be given to equal opportunities issues.

In the delivery of the curriculum the school aims to address issues of equality of opportunity. Textbooks and other resources should reflect equal opportunities. A variety of teaching strategies are used to improve the learning of both boys and girls, and to meet the needs of pupils with different learning styles. The school has policies for more able pupils and for pupils with specific learning difficulties.

3. Physical resources (accommodation and equipment)

The School will strive to continue to modify its facilities to improve access for all members of, and visitors to, the School.

4. Human resources

The school will ensure that appointment procedures are non-discriminatory and will endeavour to integrate all staff, whether involved in teaching or non-teaching work, within the organisation. All staff will be equally entitled to appropriate continuing professional development. School policies will encourage all staff to reach their full potential.

5. Governance and Management

- The appointments to, and the operation of, the governing body will be free from discrimination and in accordance with government legislation.
- The appointment, development and operation of the management of the School will be free from discrimination.
- All school policies must be consistent with equality of opportunity.

6. External links and Marketing

The School will seek to reflect its equal opportunities policy through communications with students, parents, employers and other members of the community.

7. Quality assurance

The School will embrace equality of opportunity when revising and implementing its quality assurance policy and ensuing procedures.

Grievance

Our *Anti-bullying guide for parents and pupils* gives advice on dealing with bullying. The Deputy Head (Student Services) keeps a record of incidents of racial discrimination. Any complaints relating to equal opportunities can be made through the official complaints procedure, or informally, as a first stage, to the Headteacher.

The School has a grievance procedure. Where a member of staff has a grievance which involves another member of staff they should first of all endeavour to resolve the matter informally, either by direct approach to the member of staff involved or by discussion with the appropriate line manager. At any time the employee is entitled to consult their Union representative. Where the matter cannot be resolved informally, formal arrangements exist through the grievance procedure. The governors have also adopted the LA "Resolving issues at work policy".

Staff should approach a member of the Leadership Team if they have concerns about equal opportunities at the school.

Roles & Responsibilities

It is the responsibility of all members of the school community to act according to the spirit of the equal opportunities policy statement, giving fair and equal treatment to others.

The Head and the Leadership Team are responsible to the governing body for implementing and monitoring the policy.

Monitoring

Procedures which will be used to monitor equal opportunities issues include the following:

- student application procedures
- school marketing procedures (text and images in publications)
- staff recruitment procedures (age/disability/ethnic origin/gender/marital status)
- staff questionnaire (equal opportunities in general)
- student questionnaire (equal opportunities in general)
- options choices at KS4 and Post 16
- teaching group composition
- procedures for monitoring achievement of pupils (individually and in groups)
- records of incidents of bullying, harassment and racial prejudice

This document states the general aims of the policy and will be reviewed every 3 years.