



## St. Anselm's College

### EQUAL OPPORTUNITIES POLICY

#### **ETHOS**

The Policy is central to the growth of our Christian community, providing a caring and supportive environment for learning. St Anselm's is committed to promoting understanding of the principles and practices of equality and justice. The school aims to equip pupils with an awareness of the diverse society within which they live, and to appreciate the value of difference.

Every member of the school is regarded as of equal worth and importance, irrespective of his/her creed, culture, class, race, gender, sexuality and/or disability.

St. Anselm's environment influences the developing attitudes of the pupils within it and can be a powerful vehicle for the promotion of understanding and practice of equal opportunities.

#### **AIMS:**

- ❖ to ensure that the policy is comprehensive, embracing differentiation, special educational needs, multi-cultural education and gender.
- ❖ to ensure that our community is opposed to all forms of racial oppression and is committed to principles of human equality and dignity.
- ❖ to be committed in policy and practice to equality of opportunity for all.

#### **Legal Considerations**

Sex discrimination Act 1975 applies equally to both sexes and makes it unlawful to discriminate against a person on the grounds of his or her gender.

Race Discrimination Act 1976 defines racial discrimination as discrimination on the grounds of colour, race, nationality or ethnic origins.

Disability Discrimination 1995 states disable people have a right not to be discriminated against in employment or access to goods or services.

#### **IMPLEMENTATION:**

- ❖ the curriculum will cater for pupils of all abilities, which fully challenges the most able and encourages those of average ability, and with special needs, to maximise their potential.
- ❖ through teaching and learning we are committed to promoting tolerance and empathy and to combating racial injustice and gender stereotyping.

- ❖ all staff, both teaching and non-teaching, must be aware of the role they play in creating an atmosphere which encourages students from different cultures, religions and backgrounds to work together and contribute to the curriculum.
- ❖ all students will have equal access to all courses, although informed, unbiased, professional advice should be given in Year 9.
- ❖ all staff are responsible for promoting, monitoring and maintaining the implementation of the policy within both the curriculum and the pastoral system.
- ❖ a safe supportive environment shall be created throughout the school, which positively encourages pupils and staff to disclose any incidents of racist, sexist behaviour or harassment. These incidents should be recorded and the 'Whole School Behaviour' Policy should be implemented.

#### **RESOURCES:**

- ❖ The school requires the need to provide resources, which accurately reflect our multi-cultural society. Any out of date resources, due to financial constraints, which draw attention to negative images can be used positively as a form of discussion
- ❖ Faculties must ensure that all students have equal access to the school's resources to eradicate unfairness.
- ❖ Although there are no female students taught in the sixth form at the present, the College is committed to providing equality of opportunity and provision for all students regardless of gender and has done so in sixth form collaborative classes.
- ❖ Subject Leaders are responsible for ensuring that sufficient resources are available for all students.

#### **MONITORING & REVIEW:**

- ❖ The Headmaster will be responsible to the Governing Body for promoting, monitoring and maintaining the implementation of this policy.
- ❖ Members of the S.L.T. will be responsible to the Headmaster for promoting, monitoring and maintaining the policy in their Link faculties.
- ❖ Subject Leaders will be directly responsible to the Headmaster, through their Link Senior Manager, for promoting, monitoring and maintaining the implementation of this policy within their areas of responsibility.

#### **EVALUATION:**

- ❖ There will be an annual review of the effective implementation of this policy.

**August 2007**