



EQUAL OPPORTUNITIES POLICY

Version: MARCH 2019

Status	Non-Statutory
Responsible Management Committee (MC)	Curriculum
Date last approved by MC	JUNE 2019
Responsible Person	Headteacher
To Review Date	JANUARY 2021
Last Amended Date	MARCH 2019

Principles

Herefordshire Pupil Referral Service (HPRS) is committed to eliminating unlawful discrimination and promoting equality for children, staff and others using our facilities. HPRS does not unlawfully discriminate against anyone, whether pupil, parent, staff or visitor, on the grounds of gender, race, colour, nationality, ethnic or national origins, disability, sexual orientation, religion or belief or age.

HPRS:

- promotes the principles of fairness and justice for all through the education that it provides in the service.
- seeks to ensure that, wherever possible, all pupils have equal access to the full range of educational opportunities provided by the service.
- strives to constantly identify and remove any forms of indirect discrimination that may form barriers to learning for some groups by regularly assessing the impact of its policies, practices and guidelines.
- ensures that recruitment, employment, promotion and development opportunities are open to all.
- challenges personal prejudice and stereotypical views whenever they occur. We are aware that prejudice and stereotyping can be caused by misconception and by ignorance. Through positive educational experiences, and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.
- values each pupil's worth, celebrating both people's individuality and the cultural diversity of the community centred on the school and shows respect for everyone.
- together with its staff, strive to be proactive in tackling prejudice and unlawful discrimination.

Aims of HPRS

- To develop an environment which promotes understanding of the principles and practices of equality and justice for everyone.
- To promote good relationships, tolerance and mutual respect.
- To encourage pupils to develop a positive self-image and an awareness of their effect on others.
- To raise awareness amongst staff and pupils of issues relating to race, religion, gender, disability and cultural background.
- To celebrate the cultural diversity of our community and show respect for all minority groups. We are aware that low self-image and ignorance cause prejudice and stereotyping. Through positive educational experiences and support for each individual's point of view, we aim to promote positive attitudes and respect for all.
- To eliminate stereotyping, patronising behaviour and all forms of discrimination.
- To promote equality of opportunity for all pupils so that they are enabled to maximise their potential.

- To enable pupils to see the value of these principles in their lives outside school and in society as a whole.
- To ensure that all pupils have access to the core subjects and opportunities to participate in other curriculum areas, both on and off-site, irrespective of race, gender, ability, age, religious beliefs, disability, culture or special educational needs.
- To record and analyse all prejudice related incidents.
- To enforce and monitor this policy in the light of the national equal opportunities and the Local Education Authority Code of Practice.

Recognise and respect difference

Treating people equally does not necessarily involve treating them all the same. **Positive Action provisions allow us to target measures that are designed to alleviate disadvantages experienced by, or to meet the particular needs of, pupils with particular protected characteristics.** Our policies, procedures and activities do not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- Disability, so that reasonable adjustments are made.
- Ethnicity, so that different cultural backgrounds and experiences of prejudice are recognized.
- Gender, so that the different needs and experiences of girls and boys, and women and men, are recognised.
- Religion, belief or faith background.
- Sexual identity

Roles of all personnel and visitors

The roles of the following are all set out clearly in the Equal Opportunities Guidance and Procedures document:

- Management Committee
- Head of Centre
- Teachers
- Pupils
- Parents
- Visitors and Contractors

Equal Opportunities in Recruitment

- 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 to progress within the organisation.
- The aim of this policy is to ensure that no job applicant or employee is discriminated against on the grounds of gender, race, colour, nationality, ethnic or national origins, disability, sexual orientation, religion or belief or age, or is disadvantaged by conditions or requirements which cannot be shown to be justified.

Monitoring / Review

The Management Committee is responsible for monitoring the effectiveness of this policy. The governors will therefore:

- Monitor the progress of pupils from minority groups, comparing it to the progress made by other pupils in the school.
 - Monitor the staff appointment process so that no-one applying for a post at the school is discriminated against.
 - Require the Headteacher to report to governors annually on the effectiveness of this policy.
 - Take into serious consideration any complaints from pupils, parents, staff or visitors regarding equal opportunity.
 - Monitor the school's behaviour policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.
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