



## **EQUAL OPPORTUNITIES POLICY**

Date approved:	July 2013
Review Frequency:	Every four years
Date next review due:	July 2017
Scope of Policy:	This policy applies to all staff, students, governors and volunteers at Riverside School

### **1.0 Equal Opportunities Statement of Commitment**

- 1.1 The governing body and school is committed to a policy of equality and aims to ensure that no employee, job applicant, student or other member of the school community is treated less favourably on grounds of gender, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability, religious belief or social class.
- 1.2 Any behaviour, comments or attitudes that undermine or threaten an individual's self esteem on these grounds will not be tolerated. We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community. We seek to provide a safe and happy environment where all can flourish and where diversity is celebrated.
- 1.3 At Riverside School we aim to empower our students to make informed choices so that they are better prepared for the opportunities, responsibilities and experiences of life. All members of the Riverside School community are responsible for promoting the school's equal opportunities policy and are obliged to respect and act in accordance with the policy.

### **2.0 Aims and objectives**

The governing body, Executive Headteacher and Head of School, through the school's Equal Opportunities Policy, aim to:

- carry out their legal duty in complying with the relevant legislation (including The Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and Employment Equality Regulations);
- ensure that equality remains high on the school's strategic agenda;

- establish good people management, employment and appointment practice that embodies equal opportunities principles;
- ensure all staff work together with a shared sense of purpose to meet the needs of every student;
- ensure that students and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals;
- ensure that complaints or evidence of failure to comply with the school's equal opportunities policy will be dealt with promptly and fully investigated according to the relevant procedure. All forms of discrimination by any person within the school's responsibility will be treated seriously as such behaviour is unacceptable.

### **3.0 Policy and planning**

Equal opportunities implications, including race equality, will be considered whenever school policies are developed or reviewed.

### **4.0 Staff Appointments**

In all staff appointments the best candidate will be appointed based on strict professional criteria, regardless of gender, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability, religious belief or social class.

### **5.0 Training and development**

The success of the Equal Opportunities Policy is closely linked to the provision of relevant training.

Riverside School will endeavour to:

- enhance and develop the skills, knowledge and abilities of existing employees to realise their full potential, irrespective of background or employment status;
- provide equal access to training and development opportunities for all staff, including part time, on the basis of their assessed training needs;
- promote greater awareness of equal opportunities and the contribution which staff, governors, parents/guardians and students can make;
- equip employees with the skills to provide personal and organisational solutions to remove any discriminatory practices and behaviour and to promote anti-discriminatory behaviour generally.

## **6.0 Students and the curriculum**

- 6.1 Riverside School follows student admission policies that do not permit gender, race, colour, ethnic or national origin, sexual orientation, disability, social class or religious belief to be used as criteria for admission.
- 6.2 Riverside School's aim is to provide for all students according to their needs, irrespective of gender, race, colour, ethnic or national origin, sexual orientation, disability, social class or religious belief.
- 6.3 Students will have access to a broad and balanced curriculum which avoids stereotypes and provides good role models for all students. Equality of opportunity will inform the whole of the curriculum and be reviewed regularly. Equal opportunities issues will be taken account of in planning the curriculum.
- 6.4 Riverside School will seek to ensure that it closes any achievement gaps between 'groups' of students, whether based on gender, ethnicity or social class or any combination of these.

## **7.0 Monitoring, review and evaluation**

This policy will be regularly monitored and reviewed to ensure that it is operating effectively in the interests of all sections of the community. Monitoring is an essential aspect of this policy, as it will provide important information by which the school can measure its performance against its aims and objectives.