



## **EQUAL OPPORTUNITIES POLICY**

**Date of Last Review:** February 2016

**Date of Next Review:** February 2019

**Responsibility:** Mr P. Murphy

**Advisory Body Signature:**

The Ravensbourne School is committed to being a community in which equality of opportunity is a reality for all students and all members of staff. Its mission and values require it to create a positive, inclusive environment in which all staff and students, present and prospective, are respected, are provided with development and progression opportunities, and can make the most of their abilities.

The School will apply principles of equal opportunities to all employment and staffing issues.

The School seeks to create an environment where cultural and ethnic diversity is valued, respected and recognised in a positive light. It will encourage the student population to value, respect and celebrate the diversity of age, gender, race, ethnicity, socio-economic/class background, faith, ability, disability and special needs, which exist within the school community and beyond.

No member, or prospective member of the school's community will receive unfair or unlawful treatment due to race, colour, ethnic or national origin, nationality, class, ability, religious belief, gender, sexuality, marital status, or disability, nor face unwarranted discrimination on the grounds of age. The School will identify and root out any unfair or unlawful discrimination, which denies individuals opportunities on any of these grounds. Low expectations, prejudice, intolerance and racism are unacceptable. Management of students will be fair and equally applied to all, irrespective of background.

The School:

- will undertake ethnic monitoring, which considers student performance, behaviour, attendance, and participation in all aspects of school life, to ensure that all members of the school community are treated with fairness and equality. Any problems identified will be treated as priority issues.
- will challenge all forms of discrimination, whether they be of a racist, sexist, disability or of a similar nature. Victims of discrimination will be supported and the perpetrators dealt with in an appropriate manner. The School will provide a system whereby all racist and similarly discriminatory incidents can be dealt with promptly by appropriate managers and centrally monitored by a named member of the Leadership Team.
- will provide a curriculum which recognises the value of diversity and which allows all students to make progress in keeping with their individual needs and abilities.
- will undertake an audit of teaching resources, display materials and curriculum content to ensure unwanted stereotypes are removed and that diversity is promoted.

- will provide staff with training to help them to promote fairness and equality in their dealings with students and colleagues. This should include awareness of behaviour, which is regarded as unacceptable and effective strategies for challenging and dealing with such behaviour.
- will ensure that as school policy documents are reviewed, each will specifically address Equal Opportunities issues. Each member of the school community has the responsibility for implementing this policy in all their activities.
- will actively support all local and national initiatives, which are designed to combat all forms of discrimination.

The Ravensbourne School will meet its legal duties under the Race Relations Act 1976, Race Relations (Amendment) Act 2000, Sex Discrimination Act 1975, Disability Discrimination Act 1995, Equality Act 2010, Human Rights Act 1998 and any other legislation impacting on equal opportunities.

The named person, who has overall responsibility for equal opportunities within the school, will be the Headteacher.