

# Equal Opportunities Policy

## Introduction

This policy should be read in conjunction with policies on:

- Safeguarding
- Discipline/sanctions
- Anti-bullying
- Admissions
- Academic Support
- Curriculum
- Out of School Activities
- Harpur Trust Equality and Diversity Policy

## Equal Opportunities Statement of Commitment

The School is committed to a policy of equality and aims to ensure that no member of the school community is treated less favourably on grounds of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity. These are known as **Protected Characteristics**.

In addition, those who have a Special Educational Need will be treated equally and in line with the School's Academic Support Policy so that care at Bedford Modern is sensitive to the needs of the individual.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds are not acceptable. 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 cultural diversity is celebrated.

We aim to empower our students to make informed choices so that they are effectively prepared for the opportunities, responsibilities and experiences of life within British society. Equality of Opportunity cannot be realised without the involvement and commitment of all members of the school community and a common understanding of the pivotal role of Equal Opportunities in the context of the school's ethos and values. It is recognised that the role of all staff is crucial in the delivery of the objectives of the policy.

All members of the school community are responsible for supporting the School's Equal Opportunities Policy and Harpur Trust's Equality and Diversity Policy and are obliged to respect and act in accordance with these policies.

## Aims and objectives

The School, through its adopted Equal Opportunities Policy, aims to:

- carry out its legal duty in complying with the *Equality Act 2010*;
- reinforce the School's position as a provider of high quality education;
- ensure that equality remains high on the School's agenda;
- ensure that 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;
- effectively prepare students for the opportunities, responsibilities and experiences of life in British society;
- actively promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect for and tolerance of those of different religions and beliefs and those of none;
- ensure that complaints or evidence of failure to comply with the School's Equal Opportunities Policy will be dealt with promptly. All forms of discrimination by any person within the School's responsibility will be treated seriously as such behaviour is unacceptable.

## **Students and the curriculum**

The School's Admissions Policy does not discriminate against any student on the grounds of any Protected Characteristic. Students should have access to a broad and balanced curriculum which avoids stereotypes and provides good role models for all. Equality of Opportunity should inform the whole of the curriculum and we will make all reasonable adjustments to ensure that these aspirations are met.

## **Policy and planning**

Equal Opportunities' implications will be considered and recorded whenever school policies are developed or reviewed. All policies will be regularly reviewed to provide a comprehensive and consistent process of monitoring and evaluation. Equal Opportunities issues will be taken into account in planning the curriculum.

## **Employment matters**

Decisions regarding recruitment and retention of staff will be in line with the Harpur Trust Equality and Diversity Policy.

## **Training and development**

The 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 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 promote anti-discriminatory behaviour.

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**SENCo**

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