

Stoke College

EQUAL OPPORTUNITIES POLICY

Pupils and staff share a belief that everyone is equal and people should be treated, as we would wish to be treated ourselves.

This school will not tolerate anyone who is disrespectful towards others.

Our policy aims to promote respect for the beliefs and values of others, together with an appreciation of all cultures within our society. This should encourage equality of opportunity and the elimination of discrimination on grounds of race, gender, social status, age, disability, religion, sexual orientation, personal characteristics and ability.

Within our curriculum, all discrimination is rejected and the positive atmosphere ensures that antagonism or disrespect never inhibits learning. Through discussion and coursework materials, various opinions from different cultures are examined and reinforced.

At Stoke College, whatever our religious beliefs, age, colour, sex or ability, we have equal merits, merely different.

It is our intention to perpetuate an ethos of mutual respect, whereby pupils and staff feel confident in the knowledge of their own identity and this is reflected in high levels of self-esteem.

ACTIVE ENGAGEMENT WITH DISABLED PEOPLE

Stoke College will seek to achieve improved outcomes for disabled people by actively engaging them in policy and decision-making activities where relevant.

All are sympathetic to disabilities and understand that some people are not as fortunate as others; this knowledge is then used in a positive manner.

It is our desire that pupils, by the time they leave, will have received a balanced education that enables them to make informed decisions based on fact not prejudice.

LEADERSHIP AND MANAGEMENT

The Governing Body

The Governors are responsible for:

- making sure the institution meets all its legislative duties
- making sure the Equal Opportunities Policy and its procedures are followed

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The Head and SLMT

The Head and SLT are responsible for:

- giving a consistent and high profile lead on Disability Equality issues
- encourage everyone to follow the Equal Opportunities Policy and its procedures are followed
- putting the policy and its strategies and procedures into practice
- endeavour to ensure all staff know their responsibilities and receive support and training in carrying these out
- following the relevant procedures and taking action against staff or pupils who discriminate for any reason

All staff

All staff are responsible for:

- ensuring that they are aware of School's statutory duties in relation to Disability and Equality legislation
- eliminating discrimination that is unlawful under the Disability Discrimination Act 1995 and eliminating harassment
- promoting positive attitudes towards disabled people or any minority groups
- keeping up-to-date with the law on Disability Equality and taking up training and learning opportunities

REVIEWED Jan 2011