



HEDINGHAM SCHOOL AND SIXTH FORM

ACHIEVEMENT & EXCELLENCE

EQUAL OPPORTUNITIES STATEMENT

Hedingham School is committed to ensuring equal treatment of all its employees, students and any others involved in the school community, regardless of gender, race or special needs. We will ensure that everyone is treated equally in any procedures, practices or aspects of service delivery.

This school will not tolerate harassment of people based on their gender or transgender, race, physical or emotional need status.

We will actively seek to:

- eliminate unlawful discrimination and harassment
- promote equality of opportunity in all aspects of school life
- apply the same high standards of delivery to all learners and staff, regardless of culture, disability, gender, racial origin, religious beliefs or sexual identity.

THE EQUAL OPPORTUNITIES DUTY

This Equal Opportunity Policy provides the Governing Body and the School with a framework for integrating equality into all aspects of school life and demonstrates how we are seeking to meet the specific duty for our school.

We will:

- consult teaching and non-teaching staff, students, parents/carers and other stakeholders to help determine our equal opportunity objectives;
- gather and use information on how the school's policies and practices affect equal opportunity in the workforce and in the delivery of services;
- assess the impact of our current and proposed policies and practices on equal opportunity;
- take appropriate action to remedy any policy/practice which inhibits or contravenes equal opportunity;
- report against the policy every year and review the policy at least every three years.

Our key actions will be:

- to take into account relevant advice and guidance from government, the Commission for Equality and Human Rights, and the local authority;
 - to ensure that all the policies and procedures concerning equal opportunities for employees are reviewed and amended appropriately if necessary (e.g. appointments, pay and conditions of service, performance management, capability and discipline procedures);
 - to review the Staff Handbook to ensure that the school's equal opportunity objectives and procedures are fully explained;
 - to ascertain from staff whether the school is perceived by them as being the equal opportunity employer it aspires to be;
 - to use this policy to try to eliminate harassment and discrimination;
 - to collect information on gender, race or SEND with regards to both students and staff and to use this information to improve the provision of services;
 - to offer all students the opportunity to participate in extra curricular activities, school plays or school trips;
 - to monitor student achievement by gender, race, SEND acting upon any trends or patterns in the data as necessary;
 - to encourage all students to participate in all aspects of school life;
 - to offer all students the same or similar opportunities to participate in physical activity, both during and outside of school hours;
 - to monitor bullying and harassment of students and staff, and to use this information to determine future policy;
 - to ensure that stereotypes are actively challenged in all aspects of the life of the school;
 - to ensure the school environment is as accessible and welcoming as possible to all visitors. Open evenings and other events which parents or carers attend will be held in an appropriately accessible part of the school;
 - to encourage parents of both genders to participate in their child's education e.g. attending parents' evening/ options evening;
 - to ensure our Governing Body is representative of the students, staff and local community that they serve.
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