



Edmonton County School

Equal Opportunities Policy

Belief statement

Edmonton County School is a multi-cultural school which endeavours to provide a safe environment and an enriching experience for all students and staff. We are fully committed to Equal Opportunities within the whole school and the community.

We believe that each student has the right to equal access to the curriculum and the right to feel valued regardless of his/her:

- Religion
- Belief
- Culture
- Class
- Gender
- Race
- Disability
- Ability
- Sexuality
- Special needs

We are committed to creating an environment where diversity can flourish and benefit all school members.

Anti-Social Behaviour

Anti-social behaviour, by either staff or students, can have a detrimental effect on teaching and learning and on the whole school environment. Anti-social behaviour is when individuals' or groups' values and beliefs are undermined. Racism and sexism are forms of anti-social behaviour. Also all behaviour that undermines belief, culture, class, disability, ability, sexuality and those with special needs.

For example:

Racist Behaviour

Racist behaviour can be defined as being any word, action or attitude which devalues a person by reason of his or her racial or cultural background.

Manifestation of racist behaviour might include:

- Direct or indirect verbal abuse of a racist nature directed at students or staff or indeed general comments of a racist nature
- Physical attacks of a racist nature by students or staff against other students or staff
- Distribution of racist publications inside and at the gates of the school
- Racist graffiti
- Refusal to work with others because of their racial origin

Sexist Behaviour

Sexism is any form of behaviour or attitude which devalues or takes advantage of an individual or group on the basis of their gender.

Manifestations of sexist behaviour might include:

- Verbal abuse e.g. name calling
- Harassment both physical and verbal
- Graffiti
- Gestures
- Refusal to work with others because of gender

Procedures

Dealing with any form of anti-social behaviour is the responsibility of everyone. For example, the perpetrator of racism and the victim both need help and we have a responsibility to deal with this. Procedures include:

- Staff set an example: students must be able to see that racist behaviour is not tolerated anywhere in the school.
- Staff must not let anti-social remarks or behaviour go unchallenged in the classroom. The teacher concerned should deal with written or verbal abuse immediately and where necessary inform the form tutor.
- All incidents should be recorded on SIMS. These incidents will be monitored.
- Repeated incidents of anti-social behaviour should be dealt with by the Head of Learning.
- Serious incidents involving physical abuse, persistent or vicious verbal and written abuse would be dealt with by Senior Staff who could exclude the students concerned and interview parents. The victims need to be informed of action taken and support offered.

Curriculum

All departments and year teams have the responsibility to promote equal opportunities through the curriculum. This needs to be reviewed and monitored to ensure that the provision of equal opportunities is being actively promoted, within the framework of the national curriculum.

Resources

All departments and year teams, when using and ordering new resources, must consider the explicit and implicit messages of the materials in the context of equal opportunities.

Visual Resources

It is the responsibility of the whole school to ensure that the visual environment is culturally diverse e.g. representative positive multi-cultural and gender issues.

Monitoring and Evaluation

It is the responsibility of departments and year teams to monitor both the good practice and areas of weakness, to ensure the implementation of this policy

Equal Opportunities for Staff and Staff Development

All aspects of equal opportunities as defined by the Equal Opportunities Policy, apply to staff recruitment and staff professional development. All staff are entitled to work in an environment free from harassment, including racial and sexual harassment, and, in the event of this occurring, to receive the support of the school in dealing with these matters.