



Broughton Hall High School

EQUAL OPPORTUNITIES AND ANTI HARRASSMENT POLICY

The promotion of Equal Opportunities and Anti -Harrassment strives to ensure that no one in Broughton Hall High School is discriminated against on the grounds of race, religion, language, class, age, disability or sexual orientation. Our schools' Mission Statement reinforces the value of appreciating individuals' strengths and talents and to meet individual needs and this seeks to eradicate discrimination of any kind.

Aims

- to offer an education appropriate to each individual pupil's needs regardless of their race, colour, ethnic or national origins, gender, sexual orientation, disability or religious beliefs.
- to ensure equal access to educational opportunities for all our pupils, and the opportunity to reach levels of attainment appropriate to their ability with regard to the revised SEN Code of Practice and the Social Inclusion Agenda.
- to ensure that everyone at the school (staff, pupils, parents, contractors and visitors), is afforded the basic rights of freedom and access to opportunity, including freedom from all forms of harassment or bullying.
- to ensure that active encouragement is given to all in order to enable them to fully develop talents and personal skills for co-operative interaction and academic excellence. No one person has the right to deny another person his or her educational opportunity.
- to promote Race Equality with regard to the statutory Code of Practice, to tackle racial discrimination and to promote equality of opportunity and good race relations across all areas of school activities.

The school will

- follow Local Authority Guidelines (LCSB Procedures Manual pages 20 and 128) with regard to Race, Ethnicity and Culture.
- appropriate sanctions will be applied with regard to all reported incidents.
- all racist incidents will be recorded appropriately and the relevant authorities notified.
- complaints of any harassment will be
 - believed and taken seriously
 - dealt with sympathetically
 - supported and advised appropriately
 - kept informed of any developments
- take action to remove inequalities between racial groups in their of achievement and progress, with emphasis on promoting inclusion.
- through the curriculum, both explicitly and implicitly encourage pupils to develop their self-esteem, value their own cultural heritage and the cultures and talents of others.

- all subject and pastoral programmes of study will take into account the objectives and guidelines of this policy.
- the school's Code of Conduct, in relation to equal opportunities and anti harassment, will extend to all personnel employed by the school in any capacity and to all visitors to the school.
- encourage pupils to show respect for themselves and others whilst learning to find commonalities and the values of living together in communities.
- pupils will be able to contribute to the development of equal opportunities and other school policies through the School Council.
- all staff need to accept responsibility for establishing a climate in which debate is welcomed and controversial issues are discussed sensitively.
- equality of opportunity will be inherent in 11-16 curriculum provision and that of post 16.
- attitudes, taunts, incidents or remarks that give offence, devalue another's point of view or undermine self-esteem are not acceptable.
- staff will treat each other and all pupils with respect.
- displays, notices, meals, uniform etc: will reflect the schools multi-racial population.
- the school community will be encouraged to make every effort to understand the origins and nature of racism and sexism and to recognise their own prejudice where it exists.
- preventing and dealing with discriminatory behaviour, abuse, bullying and intimidation is the responsibility of us all. The school will support victims of such incidents, on or off the premises.
- Appointment and promotion of staff will be made and monitored in accordance with the school's Equal Opportunities Policy for staff selection, appointment and promotion. The governing body will monitor the balance at all levels of gender and ethnicity as well as membership of the governing body.
- If pupils feel they have been abused racially or bullied they should report the matter immediately to a teacher. All pupils can expect to be listened to and have their complaints investigated. If a pupil feels their complaint has not been properly dealt with they may take the matter to Ms Clarke, Deputy Head Teacher or to the Head Teacher.
- The school will discuss with parents/carers any incidents of racist or sexist abuse or bullying in which their or daughters/sons have been involved.
- If parents/carers are aware of incidents of racism, sexism or bullying then they should contact their daughter /son Progress or Support Manager
- Parents/carers views are welcome and valued at all times. We ask that all parents/carers fully support the school Equal Opportunities Policy

Monitoring and evaluation

The impact of the policy on equal opportunities will be monitored carefully by all staff, with a view to ensuring that Broughton Hall High School continues to offer an educational environment in which all members of the community are treated justly, are afforded the basic rights of freedom and access to opportunity and are able to develop their self-esteem.

Guidance referred to is available in the staff room and in staff pages on school website.