



# WELSHPOOL HIGH SCHOOL

## EQUAL OPPORTUNITIES POLICY

**DATE REVIEWED;**      **March 2023**

**DATE FOR REVIEW;**    **March 2025**

A handwritten signature in black ink, appearing to be 'J.E. Jones', written over a horizontal line.

27/04/2023

**SIGNED** \_\_\_\_\_

**DATE** \_\_\_\_\_

**Chair of Governing Body**

A handwritten signature in black ink, appearing to be 'J. Jones', written over a horizontal line.

27/04/2023

**SIGNED** \_\_\_\_\_

**DATE** \_\_\_\_\_

**Headteacher**

# Welshpool High School

## Equal Opportunities Policy

### Aims

This school pursues a policy of equal opportunities in all aspects of school life. In doing so:

- We will promote the concept of equality of opportunity throughout the organisation, both for those adults within the community of the school and for all pupils;
- we seek to develop an understanding of, and promotion of, human equality and equal opportunities;
- we will promote good relations between members of different racial, cultural and religious groups and communities;
- we will enable pupils to take responsibility for their behaviour and relationships with others.

The main statutory provisions covering discrimination are the following:

- *Equal Pay Act 1970;*
- *Sex Discrimination Acts 1975 and 1986;*
- *Race Relations Act 1976;*
- *Rehabilitation of Offenders Act 1974;*
- *Disability Discrimination Act 1995;*
- *Race Relations (Amendment) Act 2000;*
- *Employment Equality (Religion or Belief) Regulations 2003;*
- *Employment Equality (Sexual Orientation) Regulations 2003;*
- *Equality Act (Sexual Orientation) Regulations 2007;*
- *Employment Equality (Age) Regulations 2006;*
- *Special Educational Needs and Disability Act 2001; and*
- *Race Relations Act 1976 (General Statutory Duty: Code of Practice) Regulations 2002.*

Also relevant are:

- *Employment Rights Act 1996; and*
- *Human Rights Act 1998.*
- *Employment Relations Act 1999;*
- *Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000;*
- *Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002; and*
- *The Statutory Code of Practice on the Duty to Promote Race Equality.*

The School's values, aims and objectives all accord with the equal treatment of people promoted by these laws and regulations, and the rights enshrined in the *Human Rights Act 1998*.

## **Responsibilities**

The governing body will review the policy on a two-year cycle.

All staff are responsible for following the policy and reporting incidents of unequal treatment to the appropriate senior member of staff.

## **Staff**

Welshpool High School is committed to Equal Opportunities in Employment. It will strive to ensure that:

- It will not tolerate discrimination on the grounds of age, gender, marital status, sexual orientation, disability, religion or race;
- Advertisements and job specifications will all carry a statement that this School is an Equal Opportunities employer, and welcomes applications for all posts from appropriately qualified persons regardless of gender, race, sexual orientation, religion or belief, disability or age;
- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment;
- Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience, in selection for recruitment;
- It recognises that Equal Opportunities require a commitment to the policy from everyone and therefore, where practicable, staff will be given training to avoid discrimination in all processes and procedures.

## **Pupils**

The school seeks to ensure that there is no discrimination in terms of pupils' curricular experience, curriculum content, option choices, careers guidance, work experience and examination entries. In doing so the school strives to ensure that:

- Pupils have equal access to the national curriculum programmes of study (unless disapplied) throughout each key stage, and non-compulsory courses, according to aptitude and ability;
- The school is committed to full educational inclusion (see ALN policy);
- Annual analysis of attainment, behaviour and other pupil data will be undertaken by gender, ethnic background and ability. School and department development plans will act to improve the learning of pupils according to this analysis;

- School rules and the code of conduct for pupils clearly and explicitly forbid bullying and discrimination on the grounds of race, culture, religious, gender, sexuality and ability/disability;
- Teaching in all aspects of the curriculum encourages tolerance and understanding of people of different race, religion, gender, ability and social and cultural backgrounds;
- Positive attitudes and awareness development for equality of opportunity is specifically taught through PSE and RE;
- Staff have high expectations of all pupils;
- All pupils have equal access to extra-curricular activities;
- All pupils are encouraged to pursue career paths free from the influences of gender stereotyping, and that work experience in Year 10 provides the opportunity and support to investigate non-traditional areas of work irrespective of gender.