

EQUAL OPPORTUNITIES: POLICY STATEMENT

Turton High School is committed to the continued development and practice of a positive policy of equal opportunities in employment for all staff and in the curriculum for all pupils, irrespective of age, class, colour, ability, ethnic or national origin, financial status, gender marital status, political and religious belief and sexual orientation.

1. We are committed to an employment policy that will:

- 1:1 ensure that it is clearly stated in all advertisements and application forms that the school is committed to Equal Opportunities and any selection procedures reflect this.
- 1:2 provide and review conditions of service which reflect the overall Equal Opportunities policy of the school
- 1:3 ensure that members of selection/interview panels are aware of the overall aims of the school's Equal Opportunities policy and wherever possible, have received appropriate training
- 1:4 expect and ensure that all employees respect and observe the school's Equal Opportunities policy, and provide information on procedures to be followed if it is felt discrimination or harassment has occurred
- 1:5 provide a working environment which acknowledges and encourages the development of Equal Opportunities
- 1:6 provide appropriate training on Equal Opportunities issues
- 1:7 Monitor and evaluate the effectiveness of the school's Equal Opportunities policy on a regular basis and review the policy as appropriate.

2. We are committed to curriculum that caters for all pupils. Equal Opportunities here means more than equal access. It will at times involve us in action to ensure that not just access but opportunities are equal: specifically we ensure that:-

- 2.1 no pupil is discriminated against in the provision of teaching nor in the allocation to teaching groups.
- 2.2 No pupil is discriminated against in the application of standards of behaviour, discipline, dress and appearance.
- 2.3 Staff responsible for careers guidance and the organisation of work experience take specific steps to counter stereo-typing so that all pupils are encouraged to consider all types of employment.

- 2.4 pupils are encouraged to approach critically the norms, values and attitudes of society which perpetuates discrimination and to challenge prejudice and discrimination wherever and whenever it occurs..
- 2.5 we develop an ethos in which diversity and differences are valued
- 2.6 we encourage the use of resources which portray the range of beliefs, lifestyles and traditions present in society and which avoid bias and stereotyping
- 2.7 methods of assessment are free from bias
- 2.8 we monitor the curriculum to evaluate the effectiveness of our Equal Opportunities implecations.