



RHODES WOOD HOSPITAL SCHOOL

EQUAL OPPORTUNITIES POLICY

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Elysium Children and Education is committed to promoting equality in all its activities. We aim to provide an environment free from discrimination and unfair treatment.

1. Introduction

- 1.1 Rhodes Wood Hospital School (RWHS) is resolute in its mission to eliminate all forms of discriminatory behaviour and to promote equality for all students, staff, and others using school facilities. The Equality Act 2010 defines unlawful behaviour as direct discrimination, indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability; age; race (including colour, nationality, ethnic or national origin); religion and belief; sex, sexual orientation; marriage and civil partnership; pregnancy and maternity; gender reassignment.
- 1.2 Rhodes Wood Hospital School is committed to giving all students every opportunity to achieve the highest standards by:
- taking account of their varied experiences and needs
 - offering a broad and balanced curriculum
 - having high expectations of all students including those with mental health challenges
- 1.3 RWHS complies with current legislation concerning unlawful discrimination and promoting best practices in equality of treatment. This policy accords with the Equality Act 2010 via guidance provided by the Department for Education in 'The Equality Act 2014 and Schools' (May 2014).
- 1.4 This policy should be read in conjunction with the following school policies:
- Anti-Bullying Policy
 - Positive Behaviour Policy
 - Child Protection and Safeguarding Policy
 - Curriculum Policy
 - Disability Equality Scheme and Accessibility Plan
 - PSHE and RSE Policy
 - SEND and Disability and Inclusion Policy
 - Trips and Educational Visits Policy

2. Aims and Objectives

- 2.1 The Management Committee is committed to a policy of equality and aims to ensure that no employee, job applicant, student or other member of Rhodes Wood Hospital School community is treated less favourably on grounds of disability, age, race (including colour, nationality ethnic or national origin), religion and belief, sex, sexual orientation, marriage and civil partnership; pregnancy and maternity; gender reassignment.
- 2.2 All members of Rhodes Wood Hospital School community, including visitors, are responsible for promoting RWHS's Equal Opportunities Policy and are obliged to respect it and act in accordance with the policy.

- 2.3 The school promotes the principles of fairness and justice for all through the education that it provides in RWHS.
- 2.4 Rhodes Wood Hospital School seeks to ensure that, wherever possible, all students have equal access to the full range of educational opportunities provided by the school.
- 2.5 Rhodes Wood Hospital School strives to constantly identify and remove any forms of indirect discrimination that may form barriers to learning for some groups by regularly assessing the impact of its policies, practices and guidelines.
- 2.6 Rhodes Wood Hospital School ensures that recruitment, employment, promotion and development opportunities are open to all.
- 2.7 Rhodes Wood Hospital School challenges personal prejudice and stereotypical views whenever they occur. RWHS is aware that prejudice and stereotyping can be caused by misconception and by ignorance. Through positive educational experiences, and support for each individual's point of view, RWHS aims to promote positive social attitudes and respect for all.
- 2.8 Rhodes Wood Hospital School values each person's worth, celebrating both people's individuality and the cultural diversity of RWHS community, and shows respect for everyone.
- 2.9 Rhodes Wood Hospital School and its staff strive to be proactive in tackling prejudice and unlawful behaviour.
- 2.10 All staff have a specific responsibility to operate within the boundaries of this policy. Any staff found to have breached this policy will be dealt with as a possible case of misconduct or gross misconduct under our disciplinary policy. Further, employees are warned that, under the Equality Act 2010, an individual can be held personally liable for his/her own acts of discrimination towards others, or where he/she knowingly helps another to commit an act of discrimination.
- 2.11 Rhodes Wood Hospital School seeks to ensure that the students and staff contribute towards a happy and caring environment by showing respect for and appreciation of one another as individuals.

3. Equal Opportunities in Recruitment

- 3.1 Rhodes Wood Hospital School is committed to following the Safer Recruitment statutory guidance provided by the Department for Education in 'Keeping Children Safe in Education' (September 2020).
- 3.2 Recruitment and selection procedures and practices are regularly reviewed to ensure that no group is put at a disadvantage either directly or indirectly.
- 3.3 In accordance with the spirit of this policy statement, employees are given an equal opportunity for career progression within the organisation.
- 3.4 The aim of this policy is to ensure that no job applicant or employee is discriminated against on the grounds of gender, race, disability, sexual orientation, religion or belief or age, or is disadvantaged by conditions or requirements which cannot be shown to be justified.

4. Equal Opportunities in the Curriculum

- 4.1 Every student has an equal entitlement to the National Curriculum and, subject to entry requirements, to all other areas of the curriculum, regardless of language, gender, race, disability, sexual orientation, religion or belief or age.
- 4.2 Students should have equal access to a broad and balanced curriculum that will prepare them well for life beyond school regardless of academic ability. Consequently, this policy should be read in conjunction with the Special Educational Needs Policy.
- 4.3 Staff will actively encourage the breaking down of any traditional gender stereotyping regarding subject choices when advising on Key Stage 4 and Key Stage 5 courses.
- 4.4 RWHS will monitor any careers advice or work experience opportunities provided by outside agencies with the aim of ensuring equal opportunities.
- 4.5 All forms of individual and subject support, guidance, amenities and facilities, including extracurricular/enrichment activities, will be equally available to students of both sexes.
- 4.6 Behaviour expectations and disciplinary sanctions will be free of any gender, sexual orientation, race or culture bias, religion and belief.
- 4.7 Teachers will assess all materials and resources used for teaching and take appropriate action whenever possible to ensure that they reflect concepts, themes, and information that seek to eliminate prejudice and any other form of discrimination. Teachers should try to ensure that all students feel that their language and culture are acknowledged and valued.
- 4.8 RWHS actively encourages an ethos in which all students feel secure and valued.

5 Race / Ethnicity

5.1 RWHS will:

- strive to eliminate all forms of racism (including against colour, nationality, ethnic or national origin) and racial discrimination
 - promote equality of opportunity
 - promote good relations between people of different racial and ethnic groups
- 5.2 RWHS will not tolerate any form of racism or racist behaviour. Should a racist incident occur, it will be dealt with in accordance with school procedures and logged accordingly.
 - 5.3 RWHS endeavours to be welcoming to all minority groups. The celebration and understanding of cultural diversity are promoted through the topics studied by the students and is reflected in displays, resources and events.
 - 5.4 Cultural diversity and respect for others are celebrated and reflected across the whole curriculum. The curriculum will enhance students' understanding of UK and world society and history, including the contributions of minority ethnic groups and key individuals within those groups.

5.5 RWHS will give students the understanding they need to recognise prejudice and reject racial discrimination.

5.6 As part of the broad and balanced curriculum, RWHS will ensure fundamental British values are promoted, giving students a clear understanding of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

6 Gender / Sex [see also 4.3]

6.1 RWHS will constantly examine its curriculum, procedures and materials for gender bias, inequality or stereotyping.

6.2 RWHS will encourage students to be aware of the rigid gender stereotypes presented by, for example, the media and will try to ensure that resources include books and other learning materials which value the achievements of both women and men.

6.3 RWHS is committed to providing a curriculum which avoids unnecessary historical gender divisions. 5 Policy Approved: 23 February 2021 (Meeting of the Governing Body) Scheduled Review: Spring 2024

6.4 RWHS tries to ensure that:

- teachers allocate their time fairly between the sexes
- all students have opportunities to work with students of both sexes
- the traditional gender stereotypes are broken down
- students have opportunities to examine their own pre-conceived ideas of gender roles
- students are given the opportunity to pursue less conventional subjects and interests; for example, girls to read more non-fiction and boys more fiction.

7. Disability

7.1 There is a general requirement in The Equality Act 2010 to make reasonable adjustments for those with disabilities. RWHS is committed to meeting the needs of both staff and students with disabilities and will make reasonable adjustments to arrangements or practices to alleviate disadvantage. All reasonable steps will also be taken to ensure that students with disabilities are not placed at any disadvantage compared to students without disabilities in terms of access to student information and RWHS curriculum.

7.2 RWHS will seek to provide an environment that allows students with disabilities full access (where reasonably practicable) to all areas of learning and opportunities afforded to all other students at RWHS, including educational visits.

7.3 Teachers will modify teaching and learning as appropriate for students with disabilities. For example, they may give additional time to complete certain activities or modify teaching materials or offer alternative activities where students are unable to manipulate tools or equipment.

8. Religion / Belief

- 8.1 RWHS respects the religious beliefs and practices of all staff, students, parents and visitors and will comply with all reasonable requests relating to religious observance and practice. This includes respect for lack of religion or belief, as in atheism.

9. Sexual Orientation

- 9.1 RWHS will make no assumption about the sexual orientation of any of the members of its community.
- 9.2 In the curriculum, sexuality is taught within the context of loving relationships. Students' questions will be answered as they arise, honestly, factually and non-judgementally.
- 9.3 RWHS will promote students' understanding and awareness of issues related to sexuality and sexual diversity. Through the curriculum and wider opportunities for students, sexual diversity will be celebrated, and students will develop respect and tolerance.
- 9.4 RWHS will not tolerate any form of homophobia or homophobic behaviour. Should a homophobic incident occur, it will be dealt with in accordance with school procedures and logged accordingly.

10. Age

- 10.1 RWHS will put procedures in place to ensure that no-one is denied a job, an equal chance of training or promotion, or suffers from discrimination, harassment or victimisation because of their age.

11. Due Regard

- 11.1 'Due regard' will be given to equality considerations whenever significant decisions are being made or policies developed.

12. Training and Development

RWHS will seek to:

- 12.1 Enhance and develop the skills, knowledge and abilities of existing staff to realise their full potential, irrespective of background or employment status.
- 12.2 Provide equal access to training and development opportunities for all staff, including part-time, on the basis of their assessed training needs.
- 12.3 Promote greater awareness of equal opportunities and the contribution that students, staff, Governors and parents can make.
- 12.4 Provide training to staff on equal opportunities to promote understanding of equalities legislation and RWHS's and their responsibilities.

13 The Role of the Management Committee

- 13.1 In this policy statement the Governing Body has set out its commitment to equal opportunities and it will continue to do all it can to ensure that all members of RWHS community are treated both fairly and equally.
- 13.2 The Management Committee will ensure that no-one is unlawfully discriminated against whilst in RWHS on account of their race, gender, religion or belief, disability, age or sexual orientation.
- 13.3 The Management Committee will monitor the implementation of this policy regularly through information provided by the Headteacher (see Section 17). The policy will be reviewed annually.

14. The Role of the Headteacher

- 14.1 The Headteacher will ensure that RWHS's policy on equal opportunities is implemented.
- 14.2 The Headteacher will ensure that all staff are aware of RWHS policy on equal opportunities and that these guidelines are applied fairly in all situations.
- 14.3 The Headteacher will ensure that all appointments panels give due regard to this policy so that no one suffers discrimination.
- 14.4 The Headteacher will promote the principles of equal opportunity when developing the curriculum and in providing opportunities for training.

15. The Role of Teachers and Support Staff

- 15.1 Staff will aim to ensure that all students, parents and their colleagues are treated fairly and with respect. RWHS will not discriminate against any child/young person, parent, member of staff or visitor and will actively seek to identify and remove indirect discrimination. Ignorance of what constitutes discrimination is not a defence.
- 15.2 When selecting classroom materials, teachers will strive to provide resources which promote positive images and which challenge stereotypes of minority groups.
- 15.3 When designing schemes of work, teachers will pay cognisance to this Equal Opportunities Policy, both in the choice of topics to study and in how to approach sensitive issues.
- 15.4 All teachers and support staff will challenge any incidents of prejudice or discrimination, and draw them to the attention of a member of the Senior Leadership Team.

16. The Role of Students

- 16.1 Students will be made aware of the policy and draw any incidents of prejudice or discrimination to the attention of a member of staff.
- 16.2 Students will be encouraged to show respect, tolerance and understanding towards others and expected to demonstrate these important values in their interactions with others.

17 The Role of Parents

- 17.1 Parents will be made aware of the policy through RWHS website and are expected to encourage their children to do as outlined in 16.2 and will draw any incidents of prejudice or discrimination to the attention of a member of staff.

18 The Role of Visitors / Contractors / Third-Party Employees

- 18.1 All visitors and contractors are required to adhere to the Equal Opportunities Policy.

19. Complaints

- 19.1 Any complaints concerning equality opportunities should be addressed, as appropriate, through RWHS's complaints or grievance procedures.
- If you wish to make a complaint of discrimination, you should do so promptly and use the grievance procedure.
 - You should draw the attention of your line manager to suspected discriminatory acts or practices. You must not victimise or retaliate against an employee who has made allegations or complaints of discrimination or who has provided information about such discrimination. Such behaviour will be treated as potential gross misconduct in accordance with the disciplinary procedure. It would be best if you supported colleagues who suffer such treatment and are making a complaint.

20. Monitoring / Review

20.1 The Management Committee is responsible for monitoring the effectiveness of this policy. The Govern will

- monitor the progress of students from minority groups, comparing it to the progress made by other students in RWHS;
- monitor the staff appointment process so that no one applying for a post at RWHS is discriminated against;
- require the Headteacher to report to Governors annually on the effectiveness of this policy;
- take into serious consideration any complaints from students, parents, staff or visitors regarding equal opportunity;
- monitor RWHS's Behaviour Policy and the number of exclusions to make sure that students from minority groups are not unfairly treated.

21. Monitoring and review

Elysium Children and Education monitors the impact of its policies and procedures on different groups (by race, gender, and disability).