

EQUAL OPPORTUNITIES POLICY

1. PRINCIPLES

We seek to provide the opportunity for all to learn and achieve, no matter what their age, personal beliefs, background or circumstances.

We recognise and value diversity and the way in which differing contributions enrich the life and development of the school.

We aim to provide a range of education and training programmes that encourage everyone to participate in learning. Through our teaching, administration and support services, and our work in the community, we will promote equality of opportunity and access to success.

We will ensure that we honour our legal obligations, and strive for freedom from discrimination.

We will treat people fairly irrespective of gender, ethnicity, disability, sexuality, age, religion/beliefs, or cultural background, either in education, training or in employment.

2. OUR AIMS

- a) To provide a portfolio of programmes that enable us to meet a wide range of individual learners' needs, goals and aspirations
- b) To ensure our procedures for recruiting and selecting staff will be sensitive to, and promote, equality of opportunity
- c) To ensure that the ethos and environment of the School enables all pupils and staff to feel welcome, supported and valued
- d) To encourage pupils and staff to recognise, understand and value diversity
- e) To develop our pupil induction and tutorial programmes so as to enable pupils to understand our policy, its implications, and how they can contribute to achieving greater equality of opportunity
- f) To provide suitable training for school staff to enable them to understand our policy, participate in its implementation, and promote equality of opportunity.
- g) To develop ways to monitor the implementation of this policy, and to evaluate the impact it has; to review and update the policy in the light of experience.