



WHOLE SCHOOL EQUAL OPPORTUNITIES POLICY

Introduction

At Bromsgrove we are committed to the need both to eliminate discriminatory behaviour and to promote equality for students, staff and the wider school community. We have used The Equality Act 2010 to support our definition of discrimination which we consider to be: behaviours that lead to direct or indirect discrimination through harassment and victimisation of people on the grounds of protected characteristics such as disability; age; race (including colour, nationality ethnic or national origin); religion and belief; sex, sexual orientation; pregnancy and maternity.

We aim to ensure that all Bromsgrove students have the opportunity to reach their full potential by:

- Taking account of their varied experiences and needs
- Offering a broad and balanced curriculum
- Having high expectations of all students

Other relevant policies are in place to support these aims.

Aims

- The school is committed to a policy of equality and aims to ensure that no employee, job applicant, student or other member of the 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, pregnancy and maternity
- The school promotes the principles of fairness and justice for all through the education that it provides in the school.
- The school seeks to ensure that, wherever possible, all students have equal access to the full range of educational opportunities provided by the school.
- The school strives to identify and remove any forms of indirect discrimination that may form barriers to learning for some groups.
- The school ensures that recruitment, employment, promotion and development opportunities are open to all.
- The school challenges personal prejudice and stereotypical views whenever they occur. The school 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, the school aims to promote positive social attitudes and respect for all.
- The school values each person's worth, celebrating both people's individuality and the cultural diversity of the school community, and shows respect for everyone.
- We seek 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.

Recruitment

At Bromsgrove we follow Safer Recruitment practises while also ensuring that no group is put at a disadvantage either directly or indirectly.

Once employed all members of staff are given an equal opportunity for career progression within the organisation.

Equal Opportunities in the Curriculum

Every student has an equal entitlement to a well balanced and fully considered curriculum that prepares them for life beyond school. Our SEND policy outlines the ways in which we aim to make our curriculum accessible to all students.

Varied extra curriculum options allow students to experience many subjects, and hobbies expanding their horizons and opportunities.

Subject choices for students in Key Stage 4 and Key Stage 5 are prompted to all students without bias based on gender or social expectations.

We actively celebrate all the nationalities and cultures represented at Bromsgrove through assemblies, cultural days, extra curricular activities and through our PSHE and BEAM programmes.

Race and Ethnicity

At Bromsgrove we strive to eliminate all forms of racism (including against colour, nationality, ethnic or national origin) and racial discrimination while also promoting equality of opportunity, and promoting good relations between people of different racial and ethnic groups through our school activities and our boarding programme. Our school does not tolerate any form of racism or racist behaviour. Should a racist incident occur, it will be dealt with in accordance with each school's Behaviour Policy and recorded on CPOMS.

Cultural diversity and respect for others are celebrated and reflected across the whole curriculum including through PSHE, BEAM, Humanities subjects and topic lessons. These opportunities will support students to recognise prejudice and reject racial discrimination.

The multiple nationalities represented at BIST are celebrated. We celebrate a range of important cultural events that mirror the students we teach.

Gender and Sex

At Bromsgrove we aim to be vigilant against gender bias, inequality or stereotyping. The core curriculum and wider curriculum allow a range of opportunities to all students regardless of gender.

Interactions with students should not be dictated by gender stereotyping or preconceived ideas about the roles or skills historically associated with either sex.

Disability

At Bromsgrove we have reviewed The Equality Act 2010 and we aim to make reasonable adjustments for those within the community with disabilities to alleviate disadvantage.

Where it is reasonably practicable based on the current environment, the school aims to provide facilities to those with disabilities.

The Head of Inclusion supports teaching staff to modify teaching and learning as appropriate to support students with disabilities.



Religion and Beliefs

At Bromsgrove we respect religious beliefs and the practices of all members of the school community. Where adjustments and considerations to beliefs and practices can be made, the school will accommodate requests (such as dietary requirements).

Sexual Orientation

At Bromsgrove we make no assumptions about the sexual orientation of any member of the school community. PSHE and SRE lessons follow the UK guidelines and so consider sexual orientation and the context of loving relationships, answering students questions with honesty and non-judgementality.

Age

The school 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.

Training and Development

At Bromsgrove we seek to enhance and develop the skills, knowledge and abilities of existing employees to realise their full potential, irrespective of background or employment status.

Where relevant and necessary the school will offer training to staff to enhance the understanding of equal opportunities, giving careful consideration to the cultural context of Thailand and the laws in place within the country.

The Role of the Senior Leadership Team (SLT)

The SLT will ensure that the school's policy on equal opportunities is implemented and the members of the school community are aware of the policy and apply the guidelines.

When making appointments the SLT will ensure that all those involved in recruitment are aware of this Equal Opportunities Policy and that employment decisions take the policy into consideration.

The SLT will promote respect for other people in all aspects of school life for example through the curriculum and through assemblies.

The SLT will view all incidents of potentially discriminatory treatment with due concern.

The Role of Teaching Staff

Staff will aim to ensure that all students, parents and their colleagues are treated fairly and with respect. The school 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.

When selecting classroom materials, teachers will strive to provide resources which promote positive images and which challenge stereotypes of minority groups.

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 especially within the PSHE and SRE curriculum. The cultural context of Thailand and other nations represented at BIST should be taken into consideration when implementing this policy.

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. If deemed necessary then incidents should be logged on CPOMS.

The Role of Students

Students will be made aware of the ethos and values contained within this policy through the curriculum and assemblies. Students should be encouraged to report incidents of prejudice or discrimination. Students will be encouraged to show respect, tolerance and understanding towards others and expected to demonstrate these important values in their interactions with others.

Role of Parents

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