



St John Bosco  
ARTS COLLEGE

# Equal Opportunities Policy

### **Rationale**

The Equal Opportunity Policy exists to ensure that all members of the St John Bosco Arts College community receive their entitlement to equality of opportunity and that the establishment complies with the law and the current legislation. It follows The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. The college will not discriminate against anyone and it recognises the following types of discrimination ('protected characteristics'):

- Age
- Gender reassignment
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

We aim to provide high quality education for all students. The College recognises the need for students to learn within an environment that promotes a positive ethos and a curriculum which is ambitious for all.

The College adopts an equal value principle in respect of all members of the College community, which recognises the different needs of all individual learners and values those needs equally. As part of this equal value principle, all students will have the right to access the appropriate resources necessary to support their learning regardless of race, gender or special educational needs.

We believe in the promotion of self-esteem and respect for all, regardless of gender, race, age, religious belief, sexual orientation, social background, intellectual and/or physical ability. The College community will provide an environment which is free from prejudice so that all individuals can feel valued and fulfil their potential.

This policy should be read alongside our Equalities Objectives 2019 and our accessibility plan which outlines the way in which we ensure that members of the college can access to curriculum, access the physical environment and provides access to information for those with a disability.

### **Rationale**

- To ensure that all pupils have equal access to, and opportunities within, the College curriculum, irrespective of gender reassignment, sex, being pregnant, on maternity leave, SEND, race including colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation or social circumstances.
- To ensure that all staff have equal opportunities with regard to professional development.
- To ensure interview and appointment techniques provide equality of opportunity for all candidates.
- To raise equal opportunities awareness amongst pupils, staff, parents and the wider community.

### **Guidelines**

- The Governors and Managers of the College will apply the Equal Opportunities Policy when considering the long and short term staffing needs and structure.
- All pupils will be encouraged to achieve their full potential.
- Integration, where appropriate, of special needs pupils fundamental to the philosophy of the College.
- Subject Leaders will ensure that the Equal Opportunities Policy is implemented within their departments.
- The PSHCE programme will include equal opportunities work in KS3, KS4 and KS5.
- The curriculum will be inclusive and support the achievement of all students, regardless of their starting points or additional needs.
- All staff will promote equality of opportunity in every aspect of college life.

### **Implementation**

- The curriculum will cater for pupils of all abilities, fully challenging higher, middle and lower attaining pupils including individuals with special educational needs, to maximise the achievement of all.
- Through teaching and learning we are committed to promoting tolerance and empathy and to combating racial injustice and gender stereotyping.
- All staff, both teaching and non-teaching, must be aware of the role they play in creating an atmosphere which encourages students from different cultures, religions and backgrounds to work together and contribute to the curriculum.
- All staff are responsible for promoting, monitoring and maintaining the implementation of the policy within both the curriculum and the pastoral system.
- The college will seek opportunities to meet the needs of pupils in creative ways rather than see barriers to achievement.
- A safe supportive environment shall be created throughout the college, which positively encourages pupils and staff to disclose any incidents of racist, sexist, homophobic behaviour or harassment.
- To be mindful of preferred pronouns and aim to use gender-neutral language as appropriate.

### **Other policies that relate to Equal Opportunities**

- SEND Policy
- Equal Objectives
- Dignity at Work Policy
- Racial Equality Policy
- Complaints Procedure
- Behaviour Policy
- Staff Code of Conduct

#### Equal Opportunities Policy

- PSHE/Citizenship
- Safeguarding and Child Protection Policy
- Looked After Children Policy
- Young Carers' Policy