

King Richard School POLICY TO PROMOTE EQUAL OPPORTUNITIES

The School recognises that everyone has a contribution to make both at the School and in its wider Community. Therefore, each person will be valued and recognised as an individual and will be given every opportunity to reach their full potential. This Policy states our commitment to tackling discrimination and promoting equality of opportunity. It should be read in conjunction with all other school policies such as our Anti Bullying Policy, Inclusion Policy and Behaviour Framework. The effectiveness of the Policy will be monitored, at least annually, by the School.

1. Each person will be given the attention they need and valued and respected as individuals.
2. The progress of students against prior attainment and tests will be monitored to ensure the School assists every student towards achieving their full potential.
3. Language and literature will be carefully chosen to respect faith and religious belief and to avoid racism, homophobia, or other non-tolerant attitudes (e.g. lack of respect and understanding of physical or mental disability).
4. The content of **spiritual, moral, social and cultural** development (SMSC), and other programmes and assemblies, will encourage recognition of stereotyping, and develop non-sexist, non-racist and non-homophobic attitudes.
5. The School will explain and uphold the employment laws that promote equal opportunities, including the MOD Schools Equal Opportunities Policies and the Racial Equality Policy.
6. The School will offer equal opportunities to all members so that individuals can achieve their full potential. Schemes of work and methods of assessment will reflect the School's Policies.
7. Language and literature will be carefully chosen to enrich people's knowledge and experience and to avoid gender-related or other generalizations and stereotyping. Every effort will be made to use sex-neutral language and to teach students to recognise racist and other non-tolerant literature.
8. Careers guidance will aim to widen horizons so that careers are chosen according to individual ability and inclination, rather than following traditional stereotyped roles.
9. Disciplinary measures will be the same for similar offences.
10. In situations where apparatus/machinery/computers are used, groups will be arranged and monitored in order to ensure a balance between the sexes and all members of the class.
11. All members of the School will be given every opportunity to participate fully in extra-curricular activities and community work.
12. When a member of the School makes blatant sexist, racist or homophobic remarks or gestures these will be challenged by staff and the incident recorded for follow-up. If individuals continue to act inappropriately then their behaviour will be reported to in line with the School's Behaviour Framework and appropriate further action taken. Recorded incidents will be passed to MOD Schools annually.