



Equal Opportunities Policy

AIMS

- ❑ We aim to respect, value and understand the individual needs of all pupils and staff of James Brindley School, promoting positive attitudes in an increasingly diverse society.
- ❑ Every pupil and all staff will be encouraged to show respect for and appreciation of each other as individuals.
- ❑ Through an ethos of support and achievement we will maximize the potential of all our pupils.
- ❑ To maintain a commitment to equality through the Achievement for All Agenda.
- ❑ To ensure that James Brindley School fulfils its legal responsibilities.

OBJECTIVES

- In all aspects of education we will recognise the achievements and celebrate the successes of all our pupils and staff.
- We will challenge discriminatory practices and behaviour to ensure equality of opportunity.
- Explore issues of diversity and difference, discussing what school and society can do to end discrimination.
- We will take account of gender, nationality, ethnicity, culture, disability, age, sexuality, religion, looked after children and special educational needs to promote equal opportunities through all aspects of school life.
- Through our displays across the school we will encourage positive attitudes.
- To work within the spirit of the inclusion agenda to ensure access for all.

PROCESSES

Training and Development

- We will ensure that all staff have access to appropriate training as necessary.

Curriculum

- Each pupil is entitled to a broad and balanced curriculum, differentiated and personalised according to individual need.
- Equal opportunity issues will be explored through each curriculum area.
- Throughout teaching, we will use positive strategies to encourage effective learning.

Staffing

- James Brindley School will follow guidelines for the recruitment and advertising of posts as laid down in Birmingham City Council's Equality of Opportunity in Employment policy.

Resources

- We aim to provide equal access to resources throughout the school.
- We will use appropriate resources to support equal opportunities.

Reporting, Recording and Monitoring of Incidents

- All such incidents to be recorded and logged using the appropriate proformas. These will be investigated through the existing management system in the school. Head Teacher to complete the Local Authority Data Monitoring Forms.

Management of the Scheme

- The scheme is implemented and managed by the Deputy Head Teacher – Inclusion.

Liaison with other Agencies

- We will work sensitively with parents/carers, schools and other agencies in order to cater for the individual needs of all pupils, showing consideration and respect at all times.

Review and Revision of the Scheme

- The scheme will be revised annually following consultation with staff, pupils and community members.

NOTE: This policy to be read in conjunction with the Disability Equality Scheme Policy, Gender Equality Scheme Policy and Race Equality Scheme Policy.