

ROSE HILL SCHOOL

ROYAL TUNBRIDGE WELLS

EQUAL OPPORTUNITIES POLICY

Updated Spring 2007

ETHOS

The School stands against all forms of discrimination on the grounds of ethnic origin, religion, gender, disability or social class.

1. AIMS

2. To ensure mutual respect for all pupils and staff, positive self images and a positive attitude to the multicultural society in which we live.
3. To ensure that all pupils have equality of opportunity within the School.
4. To develop in all pupils and staff an awareness of and commitment against racism, sexism and classism. Positive action will be taken against prejudice.
5. To nurture amongst all staff and pupils an awareness of all cultural diversities reflected in the School community.

2. IMPLEMENTATION

General

1. Stereotyping of any kind is totally unacceptable in school.
2. Equal opportunities policies should be clearly reflected in the work and actions of the school in the community.
3. It must be clear that every pupil, parent, member of staff and visitor is equally valued in our school.

Day to day

1. Pupils' names should be pronounced correctly and nicknames should be the prerogative of the nicknamed.
2. Attention should be paid to spelling names correctly at all times.

3. Bi-lingualism should be seen as an asset; pupils should feel free to use the home-language as and when they need to; learning in the home-language is to be encouraged where appropriate and necessary. Work in the home-language should be valued.
4. Lack of fluency in the English language should not be used as an indication of academic potential.

3. ROLES AND RESPONSIBILITIES

The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities and that the policy is implemented.

The Headmaster is responsible for implementing the policy, for ensuring that all staff are aware of their responsibilities, are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination.

All staff are expected to be role models and to incorporate equality and diversity into all aspects of their work.

Visitors to the school and contractors will be made aware of and expected to comply with the school's equal opportunities policy.

4. MONITORING AND EVALUATION

This policy will be reviewed by the Governing Body every 3 years.

The Management Team will monitor:

Pupil Attainment
Access to the Curricular and subject areas
Extra-curricular activities
Sanctions (See Behaviour Policy)
Every Child Matters (Child Protection)
Resources
Display

In order to ensure that the school's commitment to equal opportunities and cultural diversity goes from policy to practice.