

Policy Lead: CET	Creation Date: 01/12/2016	Revision due: February 2022
Date of Amendment:	Staff Initials:	
1/2/18	CET	
1/03/2019	TJH	
29/2/20	CET	
05/02/21	DJT	



EQUAL OPPORTUNITIES POLICY

School Tier: Whole School

Related Policies:

POLICY AIMS

Through the operation of this policy we aim to: promote justice, equality of opportunity and fair treatment for all, and thereby allow all members of the College to achieve the level of success and self-respect which they deserve

1. ETHOS

Workshop College (including EYFS) stand against all forms of discrimination on the grounds of gender, pregnancy or maternity, race, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN and disability.

Through recruitment of staff, the day-to-day formulation of lessons, school assemblies and the pastoral care structures of the schools, any attempt to make quality judgements based on gender, pregnancy or maternity, race, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN and disability is challenged and actively discouraged. Any behaviour motivated by discrimination for whatever reason will be dealt with under the relevant school disciplinary procedures.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Special Education Needs (SEN) and Learning Difficulties, and Disability Policy.

2. CODE OF CONDUCT

The Headmasters, Head of the Senior School, the Senior Leadership Teams, Pastoral staff, House Masters/Mistresses (at the College) and Boarding Staff (at Ranby House), the Chaplain and the Medical staff play an active role in monitoring the implementation of this

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policy on equal opportunities. Use is made of Assemblies, Chapel, PHSE, RE, and all lesson time to:

- 2.1 Promote justice, equality of opportunity and fair treatment for all (gender, pregnancy or maternity, race, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN and disability) and thereby allow all members of the College to achieve the level of success and self-respect which they deserve.
- 2.2 Establish an environment where Worksop College becomes effective in reducing prejudice and raising self-esteem.
- 2.3 Provide a safe and welcoming place for all of its members.
- 2.4 Provide an environment where sexist or racist assumptions, attitudes and behaviour are continually challenged.
- 2.5 Provide a curriculum which gives children the confidence that discrimination can and must be eradicated.
- 2.6 Contribute towards imparting a sense of citizenship in the pupils.
- 2.7 Avoid reinforcing stereotypical views of society by careful use of language and choice of resources.
- 2.8 Promote positive social attitudes and respect for everyone through positive educational experiences and support for each individual's point of view.
- 2.9 Celebrate cultural diversity of our community and show respect for minority groups.

Harassment in all its forms is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. A culture of equal opportunity is encouraged for all staff.

A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

3. **CURRICULUM**

The Curriculum is seen as being one of the principle ways in which to challenge any sort of discrimination and teachers ensure that any perceptions that support discrimination are seen as unacceptable.

Worksop College recognises some subjects may still be perceived by a significant number of pupils and their families to be 'male' or 'female' domains. Our schemes of work and their implementation must, therefore:

- 3.1 Reflect the interests of all pupils.
- 3.2 Challenge the opinions that some subjects are purely feminine or masculine activities by celebrating the achievements and careers of famous women and men.
- 3.3 Discourage any individuals or groups from dominating lessons and encourage less vocal elements to view their contributions as having equal value, through effective classroom management.
- 3.4 Value equally the experiences of all pupils.
- 3.5 Be set in a familiar context to which all pupils can relate.

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4. **SCHOOL UNIFORM**

Although Worksop College has Christian roots and the Chapels of St Cuthbert (Senior School) and St Augustine's (Preparatory School) are at the centre of our weekly routines, we do not select for entry on the basis of religious belief. We welcome pupils of all faiths. However, in as much as a uniform defines religious inclination, parents should be aware that all pupils at Worksop College are required to wear a uniform until the end of Year 11, and that a strict "formal dress" code operates for Years 12 and 13 (which is detailed in the Pupil Charter and the information sent to all parents of new pupils).

5. **COMPLAINTS**

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy; but copies of the School's complaints procedure can be sent to you on request.

References:

- A: Education and Inspections Act 2006
- B. "Equal Opportunities Policy for Staff", Section C of the ISBA Staff Handbook, prepared by Rickerbys Solicitors: (Chapter heading "Employment Policies and Procedures")
- D. The Education (Independent School Standards)(England) Regulations 2010 as subsequently amended (SI2003/1910)
- E. "Reference Guide to the Key Standards in each type of Social Care Service Inspected by Ofsted" (Reference 080117) www.ofsted.gov.uk
- F. "Age Discrimination: Information Pack for Schools" by Farrer & Co, an ISBA Model Document of June 2006 (and "Age Discrimination in Schools", an update by Farrer & Co, an ISBA Briefing Document)
- G."Employment Law": Chapter J of the Bursar's Guide by Farrer & Co
- H. Ethnic Monitoring: www.standards.dfes.gov.uk/ethnicminorities/collecting, http://www.teachernet.gov.uk/doc/9672/Ethnic%20Quest_Eng_AW.pdf
- I. "Presenting Ethnic and National Groups Data" www.ons.gov.uk
- J. The Equality Act 2010

Legal Framework:

General Guidance:

Technological:

Boarding Schools:

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Appendix: