

REMEMBER: it is each member of staff's personal and individual responsibility to seek clarification if there is any part of this policy that you are uncertain of or do not understand.



Braidwood School

Turning potential into success

EQUAL OPPORTUNITIES POLICY

Statement of Intent

Schools have a duty to promote equality of opportunity for all students and staff, regardless of their gender, sexual orientation, race, religion or disability. This promotion of equality is enshrined in school policies on equal opportunities, language, behaviour and the curriculum.

The Governors and staff of Braidwood School are committed to promoting understanding of the principles and practices of equality and justice.

Head Teacher _____ date _____

Chair of Governors _____ date _____

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The Aims of the Policy

Braidwood School is dedicated to promoting and developing equal opportunities for all students and staff.

Our aim is to maximise the potential of all individuals without prejudice or disadvantage due to their sex, sexuality, ethnicity, socio-economic background or special educational need. We aim to value, understand and acknowledge all individuals, drawing upon their different perspectives and experience. Especially Braidwood seeks to promote the assets of deafness, the language and culture of deaf people and to foster these within the community of the school and in dealing with the community at large.

- We seek to equip learners with an awareness of our diverse society and to appreciate the value of difference. This is achieved by adherence to the following principles:
- It is not acceptable to discriminate on the basis of colour, culture, origin, sex, sexual orientation or ability.
- The primary objective of this school is to educate, develop and prepare all our learners for life whatever their gender, sexual orientation, colour, origin, culture or ability.
- Learners and teachers will further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals.

To ensure the aims are met:

- Staff discussion and training in implementation of this policy is actively encouraged and made available to all staff.
- This policy is reviewed annually by governors.
- This policy is available to all staff, parents and carers.
- The Behaviour for learning policy is available to all staff, parents and carers.
- The Anti bullying policy is available to all staff, parents and carers.
- The implementation of this policy is monitored by the collection and recording of relevant data.

Ethos and Atmosphere

- All forms of discrimination, by any person within the school's responsibility, are treated seriously.
- Sexist, racist and/or gang symbols badges and insignia on clothing and equipment are forbidden in school.

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- Staff should be aware of possible cultural assumptions and bias within their own attitudes. In all staff appointments, the best candidate is appointed based on strict professional criteria.
- Parents are made aware of the school's commitment to equal opportunities through the circulation of this document and its publication on the school website.
- Attitudes is engendered in staff and students and fostered in the community through training and example to create a harmonious and positive atmosphere and ethos.
- The school will provide positive role models for the students through the employment of staff ensuring as far as possible there is a balance of gender, inclusion of deaf people and people with other disabilities and people of different cultures and races.
- Guidance and consultation are available from the Mentoring team for students. Those learners who wish to consult with teachers and senior staff may do so where appropriate, though every member of staff must have an awareness of the limits of such consultation and inform learners of those limits.

Curriculum

1. Braidwood staff ensures learner access to a broad and balanced curriculum ensuring opportunities in option choices and avoiding sexual or racial stereotyping. The curriculum is reviewed, annually by the Leadership team, with the Equal Opportunity Policy as one of the guiding principles.
2. The Curriculum includes education for life in a multi-cultural society where individual differences are recognised, positively valued and expressed in an unbiased and objective manner.
3. The Curriculum promotes active programmes for developing self-confidence and assertiveness as a means of overcoming stereotyping.
4. Examination results and career options at 16+ are evaluated for stereotyping or bias and career guidance will promote an unbiased and non-stereotypical career choices and opportunities.

This Policy recognises that all individuals may have special needs other than deafness at different times, including those of all abilities. We will seek to identify and implement curriculum strategies and employment routes that meet the needs of the individual.

Resources and Language

The school views linguistic diversity positively and the Language Statement for the school articulates this commitment.

Learners and staff must feel that their first language is valued and so is that of their parents and families. Where a minority language is used in the home, the school will attempt to make provision that parents /carers are able to access information, through the use of interpreters for meetings and the home/school team providing support with documentation and letters from school.

- Bias or stereotyping in all literature, prepared work and visual aids are avoided. Materials are regularly updated with equal opportunities in mind and chosen carefully to reflect a range of ability and achievement.

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- On-going sign language training for staff interpretation or presentation of lessons in Sign Language or Sign-Supported English ensures access to the curriculum and all school activities and information for all deaf learners and staff.
- All written or spoken information about the school or the students endeavours to promote the right attitude towards deafness and deaf people.
- Learners' names are accurately recorded and correctly pronounced. Learners are encouraged to accept and respect names from other cultures.
- Sign names must show respect for others and insulting or derogatory sign names are not allowed.

Staff

- Braidwood endorses and accepts the City of Birmingham Education Department's Equal Opportunities Policy.
- Advertisements for posts within Braidwood should be placed, apart from in educational papers, in minority papers and journals e.g. The B.D.A. News and Ethnic papers, to ensure equal opportunities of employment and promotion regardless of gender, race or disability.
- Every prospective candidate will undergo a communication assessment, conducted by a deaf person, where possible, working alongside a senior member of the management team.
- an interpreter is made available at interview in order for person with disabilities to be able to access and take a full and active part in the process.

Sexual or Racial Harassment

- Employers have a duty in law to provide employees and schools to provide learners with a safe working environment free from harassment. The policy regarding Harassment may be referred to for further information.

Training

- Appropriate training and opportunities for professional development are discussed and organised, for the general and specific needs of staff and senior management in the understanding and promotion of equal opportunities.