



## **Greenfields School**

### **Policy for**

### **Equal Opportunities**

***To be read in conjunction with Equal Opportunities Policy for Childhoodfirst on Tri-Ex***

#### ***Philosophy***

*Greenfields School is committed to ensuring equality of opportunity for all individuals within its employment or in its care.*

*Greenfields School makes every effort to ensure that there is no discrimination, either direct or indirect on the grounds of colour, race, nationality, religion, ethnic origin, gender, sexual orientation, age, disability or marital status in all aspects of its work. We work together to optimise the opportunities to celebrate diversity within the community and promote respect and tolerance through recognising individual experiences, cultures, languages and experiences.*

*Greenfields School and its staff believe that Equal Opportunities is about enabling individuals to fulfil their potential in a positive and safe environment. Thus providing the means for its members to make informed choices about life opportunities or outcomes. This means removing barriers that inhibit the development of personal potential and choice.*

*Positive steps should be taken to ensure curriculum access for all students and to promote good relationships and mutual respect. The curriculum in its widest sense, must aim to meet the needs of all students regardless of learning difficulties, emotional and behavioural difficulties, disability, gender, social and cultural background, religion or ethnic origin.*

*Pupils entering the school with EAL will be assessed to determine their language and communication needs. Those needs will be addressed through an Individual Learning Plan (ILP) including planning and delivery of the curriculum which appropriately match the learning styles of the pupil whilst providing 1:1 support to increase confidence in using English. Key residential and education staff collaborate to ensure that strategies are implemented throughout community and all members of staff are aware of the needs of each pupil.*

### ***Aims of Equal Opportunities Policy***

- To promote and develop positive attitudes and respect for others.*
- To encourage an awareness of different ways of life and in beliefs, opinions, and ideas of a differentiated society.*
- To counter prejudices, discrimination and intimidation*
- To enable all students to maximise their potential and develop a high level of self esteem.*
- To avoid stereotyping and challenge the messages conveyed by it.*

### ***Guidelines***

- Greenfields School aims to ensure all employees are afforded equal opportunity for recruitment, appraisal, training, promotion and equal terms and conditions of employment in all jobs of equal value.*
- This policy applies to rights and responsibilities of both adults and children at Greenfields School.*
- Greenfields staff have the responsibility to ensure that Equal Opportunities issues are addressed and resolved when appropriate.*
- In the event of a prejudicial or discriminatory incident occurring, reports must be made, investigated and remedial action put into place.*

- *It is important to demonstrate Greenfields' commitment to Equal Opportunities through school documentation and addressing issues as they present themselves.*
- *The school employment structure should reflect the Equal Opportunities policy.*
- *Students must have access to a broad and balanced curriculum that supports progressive learning.*
- *Teaching resources must contain positive, non-stereotypical images, which support the School's philosophy of Equal Opportunity issues.*
- *Teaching styles should enable the promotion of positive attitudes, a sense of personal worth and respect for others.*
- *Displays and assemblies in school should reflect a multi-cultural society, the world we live in and positive gender roles.*
- *We must demonstrate that we value cultural diversity. It is important to communicate that 'difference' is perceived as enriching and not just tolerated. This will be done through PSHE as well as through 'modelling' by adults.*
- *If a pupil's behaviour reflects any degree of prejudice or discriminatory attitude, established sanction procedures should be followed and supported with an explanatory/counselling session.*
- *The Greenfields community meeting, School Council meetings, assemblies and PHSCE lessons could be used as a method of sensible discussion to aid the countering of prejudice or discrimination.*
- *Any young person who feels they are afforded unfavourable treatment should use the Childhood First's grievance procedure and it should be directed to this and be supported whilst doing it and having it addressed.*
- *Staff must have the opportunity to discuss any issues or personal concerns regarding this policy. Staff should have the problem addressed by the line-management structure if a concern is felt to be serious.*

- *Every member of our school community is entitled to feel comfortable and safe within the school environment.*
- *Any employee who believes s/he has received less favourable treatment on such grounds should use the Childhood First's grievance procedure to have the matter investigated and addressed.*
- *This statement must be reviewed on a regular basis, with the opportunity for all staff to challenge effectiveness or to initiate relevant changes.*