

**JOHN SPENDLUFFE
TECHNOLOGY COLLEGE**



**EQUAL OPPORTUNITIES
POLICY**

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EQUAL OPPORTUNITIES POLICY

Along with this policy the College also has published Equality objectives, available on the College website.

Equal Opportunities at John Spendluffe Technology College means that everyone is treated with respect and the college will be committed through its staff, teaching and support services, its students and governors to promoting Equal Opportunities for all and will not accept practices, intentional or otherwise, which discriminate against any individual, particularly on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity (the nine protected characteristics).

The college will endeavour to create a welcoming, secure, enjoyable and supportive environment, where all students can thrive emotionally and academically to reach their full potential, as contributing and caring members of society.

For the policy to be effective it must cover all aspects of college life but a few specific areas have been highlighted.

Ethos and environment

The ethos of the college should actively reflect the worth of all its members.

The physical environment should provide equal access (specialist equipment may be needed for some areas) to all areas that a student may be legitimately be expected to use.

Ability

The college believes that no matter what people's abilities are, we should still respect what they can do because everybody has something to offer. A variety of talents and abilities creates a richness of life.

Classroom practice

This should reflect the ethos of the college by ensuring that:-

- Teaching materials do not discriminate unnecessarily and that they are reviewed on a regular basis
- Discriminatory statements and practices will be challenged immediately
- Teachers should make every effort to allocate time and resources equally
- Gender, race, colour or nationality will not disbar any student from any activity or task

Curriculum

This should be closely monitored so that:-

- It provides equal entitlement to all areas
- It is balanced and discourages stereotyping

- It promotes positive attitudes towards others, recognising and respecting their views and aspirations
- Displays around the college use work of either gender equally and that stereotyped interests and activities are not reinforced
- It does not give fundamentally different messages to any particular group(s)

Gender

The college believes that there should be no discrimination against gender. Both genders should be encouraged to take part in all aspects of college life and be offered the same opportunities for their chosen careers. Positive role models will be provided and no sexual harassment or comments will be tolerated. Likewise any negative comments about a person's sexual orientation will not be tolerated.

Race

The college believes that there should be no discrimination against race. All races are encouraged to take part in all aspects of college life and be offered the same opportunities for their chosen careers. Positive role models will be provided and no racial harassment or racist comments will be tolerated.

Pastoral care

The pastoral system should ensure that:-

- Guidance and counselling given to students is free from stereotyping and prejudice of any description
- Help is given to both staff and pupils to become aware of discriminatory practices
- All members of the college community know who to approach for advice and guidance and the sanctions that are available
- Support is provided for any member of the college community who may feel they have been the victim of any discrimination either physically or verbally

By following this policy John Spendluffe Technology College will be a place where students, staff, parents, visitors and governors will feel respected, welcome, comfortable and secure.

POLICY DOCUMENTS

The following policy document was presented to the Governing Body of John Spendluffe Technology College and approved and adopted by them on the date stated.

Policy: Equal Opportunities

Date: 10 July 2017