



EQUAL OPPORTUNITIES POLICY

Responsibility	Clive Corbett
Date of last review	January 2017
Date of next review	March 2019

Persnore High School fully recognises its responsibilities for safeguarding children. This policy is to be read in conjunction with the Safeguarding Children Policy.

1. School Aim

Our primary aim is to encourage, enable and support all our students to discover and make the most of their talents.

2. Statement of Intent

The Governors, Headteacher and Staff of the School wish all aspects of school life to be free from discrimination.

To support this, the following are important

Students

- (a) All prospective students who live in the catchment area of Persnore High School are eligible for admission to the School, subject to appropriate facilities, curriculum and support being available to them.
- (b) The School prospectus, induction processes and procedures actively ensure no discrimination on grounds of gender, race, disability or cultural diversity.
- (c) The School promotes the spiritual, moral, cultural, mental and physical development of all students.
- (d) The School seeks to offer equality of access to appropriate curriculum whilst encouraging each individual student to develop at his/her own pace. The content and delivery of the curriculum does not discriminate in any way.
- (e) The School recognises the need to deal sensitively with attitudes, behaviour and practices which perpetuate discrimination.
- (f) The School provides guidance in Higher Education and career opportunities and encourages all students to seek to continue their learning.

Employment and promotion of Staff

The Governing Body seeks to secure genuine equality of opportunity in all aspects of its activities as employer thus ensuring that no present or potential applicant or employee receives less favourable treatment than another. It adopts Worcester County Council statement on Equal Opportunities in Employment.

Staff Development

The aim of the Headteacher, Senior Management and Governing Body is to encourage, enable and support all of our staff to develop their talents for the benefit of the students and also for themselves.

To support this the school has:

- (a) an Appraisal System which enhances Staff Development and informs the INSET processes for teaching staff;
- (b) an expectation that all staff with a management role will encourage and support development of the staff in their 'care';
- (c) a commitment to review regularly ways of applying these principles more effectively for support staff;
- (d) a Staff Welfare governor (Trevor West).