Hednesford Valley High

Equal Opportunities Policy

Reviewed by:	S Stokes
Last reviewed:	September 2025
Next review due by:	September 2027

This policy illustrates the changes made to this Policy since its last review.

Page/Section	Changes made since last review
All Policy	No changes

Please note: Whilst the review date indicates the expected date the policy should be reviewed and amended (where required), it does not mean the policy is “out of date” on any subsequent date. As a consequence, the policy will remain in effect until reviewed.

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1. Rationale

The school is committed to the need both to eliminate unlawful discrimination and to promote equality of opportunity in all that we do for students, staff and others using school facilities.

All staff have responsibility for the implementation of this policy. All students at Hednesford Valley High have an equal right to develop and achieve their potential. Equality of opportunity underpins the school curriculum and the work of the school. Students at Hednesford Valley High are treated as individuals with their own abilities, difficulties, attitudes, backgrounds and experiences.
The school is committed to giving all students every opportunity to achieve the highest standards by:

- taking account of their varied experiences and needs;
- offering a broad and balanced curriculum;
- having high expectations of all students.

2. Parents/Carers

We will introduce and communicate the equal opportunities policy to parents/carers through the school prospectus, website and meetings throughout the year.

We will provide clear information about our services and where necessary in accessible formats.

3. Aims and Objectives

The school does not unlawfully discriminate against anyone, whether student, parent/carer, staff or visitor, on the grounds of gender, gender reassignment, race, colour, nationality, ethnic or national origins, disability, sexual orientation, pregnancy and maternity/adoption/paternity/parental, marriage and civil partnership, religion or belief or age.

- The school promotes the principles of fairness and justice for all through the education that it provides in the school.
- The school seeks to ensure that, wherever possible, all students have equal access to the full range of educational opportunities provided by the school.
- The school strives to constantly identify and remove any forms of indirect discrimination that may form barriers to learning for some groups by regularly assessing the impact of its policies, practices and guidelines.
- The school ensures that recruitment, employment, promotion and development opportunities are open to all.
- The School will ensure that policies, procedures and services impact on disadvantaged groups and take steps to remedy any adverse implications.
- The school challenges personal prejudice and stereotypical views whenever they occur. The school is aware that prejudice and stereotyping can be caused by misconception and by ignorance. Through positive educational experiences, and support for each individual's point of view, the school aims to promote positive social attitudes and respect for all.
- The school values each student's worth, celebrating both people's individuality and the cultural diversity of the community centred on the school and shows respect for everyone.
- The school and its staff strive to be proactive in tackling prejudice and unlawful discrimination.
- The School strives to eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.
- The School advances equality of opportunity between people from different groups.

4. Equal Opportunities in Recruitment and Employment

Recruitment and selection procedures and practices are regularly reviewed to ensure that no group is put at a disadvantage either directly or indirectly.

- In accordance with the spirit of this policy statement, employees are given an equal opportunity to progress within the organisation.
  The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment or is discriminated against on the grounds of gender, gender reassignment, race, colour, nationality, culture, ethnic or national origins, disability, marriage and civil partnership, sexual orientation, pregnancy and maternity/adoption/paternity/parental, religion or belief or age, or is disadvantaged by conditions or requirements which cannot be shown to be justified.
- Ensure that all employees receive fair and equal treatment in relation to their employment regardless of whether they are part-time, full-time or employed on a temporary basis.

5. Equal Opportunities in the Curriculum

- Every student has an equal entitlement to the National Curriculum / accredited courses, and, subject to entry requirements, to all other areas of the curriculum, regardless of language, gender, gender reassignment, race, colour, nationality, ethnic or national origins, disability, sexual orientation, age, religion or belief, or is disadvantaged by conditions or requirements which cannot be shown to be justified.
- Staff will actively encourage the breaking down any traditional sexual stereotyping regarding subject choices.
- The school will monitor any careers advice or experience placements provided by outside agencies to aim to ensure equal opportunities.
- All forms of individual and subject support, guidance, amenities and facilities, including extra-curricular activities, will be equally available to students of both sexes.
- Behavioural expectations and disciplinary sanctions will be free of any gender, race or culture bias.
- Teachers will assess all materials and resources used for teaching and take appropriate action whenever possible to ensure that they reflect concepts, themes and information which seeks to eliminate prejudice, racism and discrimination.
- Teachers should try to ensure that all students feel that their language and culture is both acknowledged and valued.
- The school actively encourages an ethos in which all students feel secure and valued.
- Staff will ensure that we assess how our policies, procedures and services impact on disadvantaged groups and take steps to remedy any adverse implications.

6. The Role of Governors

- In this policy statement the Governing Board has set out its commitment to equal opportunities and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.
- The Governing Board will ensure that no-one is unlawfully discriminated against whilst in the school on account of their race, gender, gender reassignment, religion or belief, disability, age or sexual orientation, pregnancy and maternity/adoption/paternity/parental, marriage and civil partnership.

7. The Role of the Headteacher

- The Headteacher will ensure that the school's policy on equal opportunities is implemented and is supported by the Governing Board in so doing.
- The Headteacher will ensure that all staff are aware of the school policy on equal opportunities and that teachers apply these guidelines fairly in all situations.
- The Headteacher will ensure that all appointment panels give due regard to this policy so that no-one suffers discrimination.
- The Headteacher will promote the principles of equal opportunity when developing the curriculum and in providing opportunities for training.
- The Headteacher will promote respect for other people in all aspects of school life; in assemblies, for example, respect for other people will be a regular theme, as it will, also, be in displays around the school.
- The Headteacher will view all incidents of unfair treatment with due concern.

8. The Role of the Staff

- Staff will recognise their own prejudices and ensure that all students are treated fairly and with respect.
- The school will not knowingly discriminate against any student, parent/carer or visitor and will actively seek to identify and remove indirect discrimination. Ignorance of what constitutes discrimination is not a defence against an allegation.
- When selecting classroom materials, staff will strive to provide resources which give positive images and which challenge stereotypical images of minority groups.
- When designing schemes of work, staff will pay cognisance to the equal opportunities policy, both in the choice of topics to study and in how to approach sensitive issues.
- All staff will challenge any incidents of prejudice, harassment, bullying or discrimination and draw them to the attention of the Head-teacher.
- All staff recognise their responsibilities in preparing young people for life in our culturally diverse society and showing, by example, the value of respect for each other, as well as self-respect.

9. The Role of the Visitors/Contractors

- All visitors and contractors are required to adhere to the school policy.

10. Dissemination and Review

The policy will be disseminated widely both to staff and Governors through appropriate meetings.

Students are made aware of the existence of this policy and have open access to it. A paper copy can be viewed in the Head-teacher's office and obtained from the Reception office. It is, also, available on the school website.

This policy is reviewed annually and may be revised in response to feedback from students, staff, parents/carers and external organisations.

The policy will be reviewed February 2027, unless the school is required to do so due to a change of legislation.