

EQUAL OPPORTUNITIES POLICY

1. Principles

- 1.1 Kingsbridge Community College is a mixed comprehensive secondary school which values each member of its community. It expects everyone to treat each other with care and respect.
- 1.2 We believe that all of our students and staff are entitled to be treated equally, fairly and with respect regardless of their class, skin colour, belief or religion, culture, ethnic origin, disability or health status, gender, sexuality, age or marital status. We strongly believe that any discrimination is wrong.
- 1.3 No member of Kingsbridge Community College, whether staff or student, should be subject to any form of abuse. All discriminatory behaviour is opposed, and the attitudes, behaviour and practices which perpetrate discrimination are challenged.
- 1.4 We are committed to ensuring that our policies and practices provide equal access for all to a broad, balanced and relevant curriculum. The materials and methods used by teachers aim to encourage mutual understanding of a wide variety of human experience. It is our aim to equip all students with the understanding, self-respect and respect for others that will lead them to oppose discriminatory practices whenever they encounter them.
- 1.5 Kingsbridge Community College applies these principles to all aspects of College life particularly the conduct of staff and students, within the curriculum and in its staffing policy.

2. Conduct of staff and students

- 2.1 The College does not tolerate or ignore incidents which give offence to others in respect of any perceived differences.
- 2.2. Such behaviour is unacceptable whether it is in real terms or by electronic means such as phone, internet or social networking sites.
- 2.3 All members of the College Community are aware that any form of discriminatory or abusive behaviour or language is unacceptable at all times. This includes the following:
 - (i) Name calling, insults and derogatory jokes, comments or graffiti.
 - (ii) Any form of physical assault.
 - (iii) Intimidation, bullying and threats of violence against any individual.
 - (iv) Provocative behaviour such as wearing of racist/sexist insignia and badges.
 - (v) Bringing into school offensive and inflammatory material, e.g. magazines, comics and leaflets.

3. The Curriculum

- 3.1 The College offers opportunities for the curriculum content to be accessible and challenging to all students. A variety of teaching styles are used to accommodate students' different learning needs. Staff have high expectations of all students. Equal opportunity themes permeate the whole curriculum in a planned way. The content and learning resources:-

- (i) Reflect the needs, abilities and backgrounds of different groups of students.
- (ii) Seek to reflect positively diversity in society, to challenge stereotyping and help students to identify, resist and combat all forms of inequality.
- (iii) Promote tolerance and understanding of different cultures.
- (iv) Encourage students to express their own opinions and ideas in a controlled environment and show tolerance of the ideas of others.
- (v) Encourage parents to share the responsibility for their children's learning.

4. Staffing

- 4.1 This College confirms its opposition to unfair discrimination in employment and commits itself to a comprehensive policy of equal opportunity. The aim of this policy is to ensure that recruitment, selection, training and promotion of staff are based solely on the criteria of merit and ability, and that no job application will receive less favourable treatment on the grounds of gender, race, ethnic origin, marital status, domestic circumstances, age, sexuality, disability , political or religious beliefs.

5. Review of Policy

This policy is reviewed every three years by the Community Committee of the Governing Body.

Ratified by the Community Committee of the Governing Body
8th March 2010