

Great Oaks College Equal Opportunities Policy

Reviewed: November 2020

Review Date: November 2023

Person responsible: *Head of College* Nickyie Thomas

This policy is in accordance with all other policies, job descriptions and documentation in Great Oaks College.

The Equality Act became law in October, 2010. It replaced previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995) This policy consolidates 116 pieces of legislation into one act and ensures consistency in what employers and employees need to do to make their workplaces a fair environment and to comply with the law.

The Equality Act 2010 (Specific Duties) Regulations 2011 came into force on 10 September 2011. The specific duties require public bodies to publish relevant, proportionate information showing compliance with the Equality Duty.

This Policy applies to all aspects of college life. This includes:

- ◆ Staff recruitment, staff promotion and staff training
- ◆ The curriculum, teaching and learning and class room practice
- ◆ Student admissions and attendance
- ◆ Students' attainment and progress
- ◆ Student behaviour, discipline and exclusions
- ◆ Students' personal development and pastoral care
- ◆ Membership of the Governing Body
- ◆ Partnerships with parents/carers and communities

This policy applies to the whole college community including visitors where appropriate.

Great Oaks College will promote equality of opportunity and eliminate discrimination with regard to:

1. Sexual orientation, gender or gender reassignment, Marital status or being in a civil partnership or
2. The need to promote gender equality and eliminate sex discrimination.
3. Age
4. Eliminating unlawful racial discrimination, to promote racial equality and to foster good relations between people from different racial groups.
5. The equality of opportunity for disabled people, promoting positive attitudes towards disabled people, and to encourage participation by disabled people in the wider community. Making reasonable adjustments as necessary.

The aims of the policy of equality of opportunity

- ◆ To promote equality of opportunity for all our pupils/students and staff.
- ◆ To value the contributions of the diverse community.
- ◆ To strive towards inclusive education where appropriate.
- ◆ To represent positive images of a range of cultures, people and disabilities.
- ◆ To state that we do not accept racism, sexism, bullying, harassment or discrimination of any kind.
- ◆ To state that it is an expectation that all members of the college community including all staff, pupils, students, parents, governors, health professionals, therapists, volunteers and visitors will respect and implement these aims.

Curriculum and Resources

Through the broad, balanced and relevant curriculum offered to students at Great Oaks College, issues of equality are addressed in a number of ways.

- ◆ Representation of positive images of a range of people, lifestyles and cultures.
- ◆ Student and staff life outside college is acknowledged and opportunities provided for expression within college. This includes the use of any languages spoken at home, dress religious observances etc.
- ◆ Resources are used that include books, display, cooking utensils, dress, food, music etc representative of a culturally diverse community.
- ◆ Our Personal, Social, Health and Citizenship Education programme actively promotes the attitudes embodied in the above aims in it's focus upon Anti bullying, Citizenship, Coping with peer influence, Self esteem, Influence of Culture Gender and Religion etc

Roles and responsibilities

Equal opportunities co-ordinator - Nickyie Thomas

Admissions

Please see the college admissions policy

Bullying

For policy and procedure linked to bullying please refer to the Great Oaks College Bullying policy.

Great Oaks College Board of Trustees

We aim to recruit board members that reflect the diverse community.

Monitoring of Racist incidents

- ◆ Any racist incidents will be recorded on an Incident sheet.
- ◆ These will be made available to the Local Authority
- ◆ A racist incident is any incident that is perceived to be racist either by the person it was directed at or by any other person (a witness, the person investigating the incident, etc)
- ◆ The number of racist incidents will be published annually.
- ◆ These measures are recommendations of the Stephen Lawrence inquiry report.

Monitoring of the policy

- ◆ The Equal opportunities policy will be reviewed every 3 years to monitor its effectiveness.

The whole college community is responsible for the implementation of the equal opportunities policy. It is an expectation that all staff, students, parents, board members, health professionals, therapists, volunteers and visitors strive towards this

