



Cranbourne Equal Opportunities Policy

Rationale

We believe the education of all children to be of equal value and that all members of Cranbourne have an equal opportunity to fulfil their potential. Cranbourne values inclusivity for all members of the community.

Purpose

- To ensure that we comply with the Equalities Act of 2010 which provides a framework to support our commitment to valuing diversity and tackling discrimination.
- To heighten awareness of the importance of equality of opportunity for all staff and students, particularly those with 'protected characteristics'. These include race, disability, sex, religion or belief, sexual orientation, pregnancy, maternity and gender reassignment.
- To examine, monitor, review and where possible and appropriate to modify Cranbourne's practice and provision in order to promote equality of opportunity, particularly those who are disadvantaged or disabled.
- Challenge views that lead to behaviour such as Female Genital Mutilation and Radicalisation.
- To encourage a positive attitude and a commitment to the principles and practice of Equal Opportunities.
- To encourage all students in the development of their sense of personal worth and self esteem.

Guidelines

- The issue of equal opportunities should be a consideration in the procedure for appointing staff and co-opting governors
- A policy of open access to all Cranbourne's facilities for both students and the wider community should be pursued, particularly for those who are disabled.
- The whole staff should be given the opportunity to review Cranbourne's structure and organisation on a regular basis.
- There should be effective primary, secondary and post 16 liaison which counteracts built-in assumptions and prejudice.

- Cranbourne should adopt syllabuses, resources and teaching strategies which promote equal opportunities
- The provision for and promotion of equal opportunities should be monitored across the curriculum. Particular attention should be given to minority groups and disadvantaged groups.
- Levels of progress and attainment should be monitored to ensure equality for all students and in particular those in minority groups and those with disabilities.
- Equal opportunities should be actively promoted through the pastoral programme and reinforced wherever appropriate at Cranbourne
- Our work experience and careers counselling should be free of traditional stereotypes.
- It is the responsibility of all members of Cranbourne's community to give fair and equal treatment to others regardless of their circumstances.
- Training for new staff and training updates for existing staff should cover the issue of equality of access to avoid discrimination.
- Each institution should annually review its equality objectives and accessibility plan.

Monitoring and Evaluation

- Each Autumn term the Full Governing Body will receive a report on the previous years' compliance with the Act and a selection of the present year's objectives.
- Regular review of any relevant feedback from questionnaires.
- Ensure information is published on the website

November 2015

Appendix 1 – Equality objective (updated November 2016)

The Public Sector Equality Duty has three aims under the general duty for schools:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief).

The objectives below should also be read in conjunction with the school's equality policy from which the objective was derived.

Objective 1: To diminish the difference in progress and outcomes between male and female students at the school.

Objective 2: To diminish the difference in progress and outcomes between students identified as SEND and those who are not.

Objective 3: To diminish the difference in progress and outcomes between students in different ethnic groups at the school.

Objective 4: To promote cultural understanding between different ethnic groups at the school.

Objective 5: To reduce the incidence of the use of discriminatory language by students at the school.