

## **EQUAL OPPORTUNITIES**

### **AIMS**

Beverley Grammar School will strive to eliminate racism, sexism, intolerance and prejudice.

The school will endeavour to promote itself as an open, caring institution in which all individuals can feel welcomed and develop to their full potential. It will address both the formal and informal curriculum so as to discourage behaviour and attitudes that undermine the stated ethos and policy of the school.

### **OBJECTIVES**

- To integrate the Equal Opportunities developments with the P.S.D. policy of the school.
- To raise awareness of the need for an Equal Opportunities policy and Strategies.
- To encourage the development of classroom teaching Styles and Staff/Student interactions which promote tolerance and understanding.
- To promote the development of a broad and balanced curriculum through the academic and Student Support areas of the school which offers full access and opportunity to all Students.
- To evaluate the school's curriculum to ensure that Equal Opportunities policies and strategies are developed as an effective cross-curricular dimension as specified in NCC Document Circular No.6 and Humberside Curriculum Policy Statement - 1988.
- To review materials and resources to promote positive representation of all groups and eliminate harmful stereotyping.
- To encourage the display of positive non-stereotypical material and promote interaction and understanding of other groups and cultures.
- To continue to promote equal access in staff recruitment.
- To devise a Code of Practice for monitoring, recording and dealing with serious incidents involving all forms of harassment and discrimination affecting staff and students.
- To involve non-teaching staff, governors, parents and outside agencies in developing policies and Strategies and participating fully in their implementation.

This policy statement acknowledges the Humberside Policy guidelines on Multicultural Education, the Humberside document on Racial Harassment/Oppressive Behaviour and Humberside's Equal Opportunities Policy.

Reviewed July 2010