#####



# Equal Opportunities Policy

**Revised:** May 2019

**Introduction**

Chance 2 Change is committed to the principle that all students should be treated with

dignity and respect. The Unit seeks to;

• Respect diversity amongst students

• Provide opportunities for all students to achieve as highly as possible

• Provide an appropriate learning experience for all students, whatever colour, origin,

culture, gender, religion, sexual orientation or ability

• Develop a culture which values everyone and provides the opportunity to learn in an

environment free of prejudice

• Ensure that all staff educate against any form of prejudice or negative stereotyping

and that their conduct with students and colleagues reflects this this responsibility at

all times

**Aims**

Create an environment which values learning and all students equally, in which

opportunities for success are offered to all. The Unit aims to:

• Meet all our students’ needs, encourage them to achieve their full potential, and

raise educational standards

• Eliminate all unlawful discrimination, whether based on race, gender, religion, sexual

orientation or other discriminator

• Take specific action to tackle any differences between sub-groups such as racial

groups or those in Local Authority care in their attainment levels and progress, in the

use of disciplinary measures against them (such as exclusion), in admissions or

assessment

• Create a positive, inclusive atmosphere, based on respect for difference, and show

commitment to challenging and preventing all types of discrimination

• Prepare students to be full citizens in today’s multi-ethnic and multicultural society

• Create an ethos in which these issues can be discussed openly by the whole unit

community including parents.

**Procedures**

**Teaching & Learning**

Teachers/Mentors are responsible for ensuring that:

• Teaching styles, methods, language, questioning and classroom management

includes and engages all students.

• Suitable resources are chosen which motivate and are sensitive to different groups,

cultures and backgrounds

• Stereotypes and what are thought to be stereotypical activities are challenged

• Teaching strategies are reviewed in relation to variations in learning and attainment

and in the light of known good practice

• They are aware of possible cultural assumptions and bias within their own attitudes

**Leadership and management**

The Senior Leadership Team (SLT) are responsible for ensuring that appropriate

arrangements are put in place to monitor the performance of potentially disadvantaged

students.

Measures include:

• Addressing issues such as sexual or racial harassment, bullying and hostile

behaviour and ensuring that there are effective procedures for reporting and

responding to such incidents

• Ensuring that the performance of different groups of students is monitored and

evaluated so that the particular needs of different students are met

• Evaluating the impact of additional support on standards achieved

It is essential that there is an appropriate response to identified patterns of attainment,

progress, behaviour, attitudes and attendance.

It is the responsibility of SLT to ensure that:

• Strategies are implemented to raise performance, aspirations and self-esteem

• Staff development is provided to raise awareness of differences in need and to

promote strategies to raise achievement for all students

• An environment is created which affirms and supports ethnic, cultural, religious and

social diversity and effectively promotes good interpersonal, community and race

relations

• It seeks to ensure that through provision or appropriate training programmes for all

staff and through sharing information, in monitoring and reviewing, that there is no

discrimination against any student in deciding admissions; in providing the

curriculum, teaching and guidance; in applying standards of behaviour, dress and

appearance; and in the allocation of resources and other benefits and facilities which

Chance 2 Change provides

• Admission criteria and procedures are monitored and reviewed to ensure that

students are recruited without prejudice

• The Unit works continuously with parents and carers, and the wider

community, to tackle discrimination, and to follow and promote good practice

• The Unit, in all its dealings with staff and students, strives to ensure equal

opportunity of provision and access

**Equality of opportunities**

In this policy, the term ‘parents’ means all those having parental responsibility for a

child.

**Disability** (see SEN and Disability Policy).

Where students have physical and/or learning disabilities, Chance 2 Change will ensure that:

• Whatever arrangements are reasonable and practical, within financial constraints,

are made to ensure that disabled students can access the curriculum or alternative learning tools.

• Chance 2 Change works effectively with local services and agencies, providing coherent

support.

**Gender**

Chance 2 Change will ensure that:

• Guidance is given on subject choices and careers encouraging students to consider

non-stereotypical opportunities

• Gender issues are considered when preparing for, and following up, work

experience

• Account is taken of positive role models when inviting speakers and representatives

into the Unit’s and in the promotion of specific initiatives

**Minority Ethnic Groups, including Refugees**

Chance 2 Change will ensure that:

• Home – school links are made to involve parents directly in the work of the Unit

• Linguistic diversity is positively recognised

• Interpretation and translation services are made available as quickly as possible

• Links are established with the local community

• Staff work effectively with the local community

• Staff work effectively with other local services

• Learning support for ethnic minority students is efficient and effective

• Provision is made for the spiritual, moral, and social and cultural education,

supported by appropriate resources and information

• Students’ names should be accurately recorded and correctly pronounced.

Students will be encouraged to accept and respect names from cultures other than their

own.

**Response to Discrimination**

All forms of discrimination by any person within the Unit will be treated seriously.

A note of such incidents will be made, whether they take place in the Units grounds,

corridors or teaching areas. It will always be made clear to offending individuals that

such behaviour is unacceptable.

Appropriate disciplinary and/or legal action will be taken to protect students from any

discriminatory behaviour, verbal or physical, by any individual or groups from within or

outside the institution. Unacceptable attitudes and behaviour such as harassment and

stereotyping will not be tolerated. Allegations of discriminatory behaviour by any

members of Chance 2 Change staff or students will be dealt with under the appropriate

Grievance and Disciplinary Procedure or the Behaviour Management Policy.

Racist symbols, sexist material, political symbols or other biased and/or offensive

insignia are forbidden in the Unit. The display of such materials is regarded as

discriminatory behaviour.

**Policy Ownership, Monitoring and Review**

The responsibility for ensuring that Chance 2 Change adheres to this policy and that this

policy is periodically reviewed rests with the Executive Principal of Chance 2 Change.