



# Equal Opportunities Policy

**Statement of intent**

At Norton College we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the College community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

**Approved by:**     **Luke Goold**     **Date:**     **01/09/2020**    

**Chair of Directors**     **Edward Morris**     **Date:**     **01/09/2020**    

**Review Date:**     **01.09.2021**

## **1. Aims**

**1.1** We want to foster mutual tolerance and our aim is for everyone to feel valued within the College.

**1.2** By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality or gender the College can ensure that:

- All students have opportunities to achieve their potential
- Expectations of all students are high
- All students have access to and can make full use of, the College's facilities and resources
- All students are prepared for life in a diverse and multi-ethnic society
- All students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these
- It has a positive ethos and environment
- Racist and discriminatory incidents are dealt with effectively (see Code of Conduct, Anti-bullying policy)

## **2. Equal Opportunities**

**2.1** All students and adults within the College have a right to be treated with respect. This includes a right to:

- Study, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abusive language. · Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour · The safety of their property

**2.2** The curriculum of Norton College will incorporate learning about other cultures. This may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures.

## **3. Racial Abuse**

**3.1** Racist language and behaviour will not be tolerated. All incidents of racism will be recorded and parents notified.

**3.2** In addition to this the Acting Head of school may discuss racist incidents with the Local Authority Designated Officer (LADO) and together they will agree an appropriate resolution to the incident. It should be noted that persistent racism may result in exclusion.

**3.3** Norton College welcomes its duties under the Race Relations Act, and we are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities · Every student should have the opportunities to achieve the highest possible standards.

- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- Every student should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi ethnic society, and in the wider context of an interdependent world

#### **4. Responsibilities**

**4.1** It is the responsibility of all staff to implement this policy with fairness and honesty, ensuring that the principles outlined above are incorporated into every aspect of the college. In addition, the Acting Head of school is responsible for ensuring that all staff are aware of their responsibilities. He is also responsible for ensuring that appropriate training and support is given to provide all staff with the skills they require to implement this policy.

**4.2** It should also be noted that the Acting Head of school is responsible for taking appropriate action in any case of discrimination. Such action may require disciplinary procedures to be followed.