



IPSWICH SCHOOL

EQUAL OPPORTUNITIES POLICY STATEMENT

This Policy is a general statement of our commitment to Equal Opportunities. (For specific detail see also the Disability Equality and Access Plan and the Race Equality policies).

AIMS

Ipswich School recognises that direct and indirect discrimination may occur in any organisation and therefore sees the benefits of a positive and effective Equal Opportunities Policy.

- We will promote the concept of equality of opportunity throughout the organisation, both for adults within the community of the School and for all students, including the promotion of good practice in the areas of sex discrimination, racial discrimination and disability discrimination.
- We seek to develop an understanding of, and promotion of, human equality and equal opportunities.
- We will promote good relations between members of different racial, cultural and religious groups.
- We will enable students to take responsibility for their behaviour and relationships with others.

RESPONSIBILITIES

The Headmaster has responsibility for the Equal Opportunities Policy Statement, for delegating responsibilities and tasks to other staff, for ensuring that the Policy is known and understood by staff and students and is available to parents if required.

All staff are responsible for following the Policy, applying it in the areas of their responsibility and reporting incidents of unequal treatment to the appropriate senior member of staff. Staff relationships with each other should follow equal opportunities principles and be free from issues such as sexual harassment or bullying. Staff should also promote equal opportunities through their behaviour towards pupils and their expectations of pupils.

PUPILS

Ipswich School is academically selective; all pupils who have passed the entry selection criteria have equal access to the School's curriculum, according to aptitude and ability. Separate provision is made for boys and girls in the games programme.

The School is committed to the full inclusion of its pupils who have special educational needs and disabilities (see Learning Support Policy).

The School Rules and Code of Conduct are designed to promote mutual respect and to prevent discrimination on the grounds of sex, sexual orientation, race, colour, nationality, ethnic origin, national origin, culture, religion, age or disability ('protected characteristics' as per the Equality Act 2010).

Positive attitudes and awareness development for equality of opportunity are specifically taught through the Like Skills programme.

STAFF APPOINTMENTS

Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications, experience and suitability for the post.

STAFF DEVELOPMENT

All employees have equal chances of training, career development and promotion opportunities.

All recruits to the School will be offered induction training which will include a reference to our Equal Opportunities Policy Statement.

People becoming disabled while in employment at the School will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

Reviewed April 2018