



Equal Opportunities Policy

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

Advance Trust 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 Trust and its Schools 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.



Vale of Evesham School
a specialist school for cognition and learning - enabling inclusion in the community

Advance Trust, a Charity and Company limited by guarantee, registered in England and Wales Company number 08414933 whose registered office is at Vale of Evesham School, Four Pools Lane, Evesham, Worcs, WR11 1BN

Telephone: (01386) 443367 Fax: (01386) 443367
enquiries@advancetrust.org www.advancetrust.org Executive Principal: Mrs Ann M Starr

RESPONSIBILITIES

The Headteacher in each school 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.

The Trust is committed to the full inclusion of pupils who have special educational needs and disabilities.

Each 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).

Curriculum

- All pupils participate in a broad, balanced, differentiated and relevant curriculum.
- Teaching styles allow the development of the full potential of every pupil.

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

Resources

- All pupils are allowed equal access to resources - people, materials, finances, environments and time.
- Resources reflect a positive attitude towards gender and race.

Rewards and Sanctions: (Refer to policy on Behaviour Management)

- Everyone is treated with respect and understanding.
- Staff will endeavour to deal fairly with any situation presented to them.
- Good behaviour and effort are systematically rewarded throughout the whole school.



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STAFF APPOINTMENTS

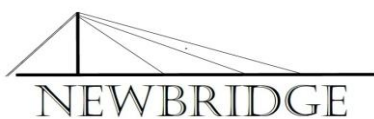
Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications, experience and suitability for the post.

STAFF DEVELOPMENT

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

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

November 2014



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