

EQUAL OPPORTUNITIES POLICY

At The Haven High Technology College we strive to ensure equality of opportunity for all students and staff regardless of ability, gender, race, religion as well as racial, ethnic, national or social origins within an environment that is free from harassment and intimidation.

All who work in the college should be encouraged to fulfil their potential and develop a positive image of themselves. All individuals and their contribution to college life should be recognised and valued by the whole college community.

This Policy should be considered in conjunction with other college Policies which impinge on issues relating to equality of opportunity and access to the college's educational provision.

Curriculum access and content

- 1.1 consideration will be given to the arrangements of teaching groups in different subjects in order to allow for each student to have appropriate access to the curriculum
- 1.2 teaching and learning styles for all subjects will be designed to allow for genuine equality of opportunity and access for all students
- 1.3 the Code of Conduct, which promotes success and achievement, will be used to motivate, give praise and raise curricular expectations for all students
- 1.4 staff will be encouraged to avoid stereotyping within their teaching, including their non teaching contact with students and colleagues
- 1.5 the college will monitor the performance of discrete groups such as the gender, EAL, and SEN
- 1.6 the curriculum offered by the college will seek to challenge stereotypical opinions and attitudes of students towards cultures and traditions and to encourage students to value alternative views and opinions

Staffing issues

- 2.1 all applicants for posts advertised at the college will be treated equally according to government legislation
- 2.2 the Professional Development of staff will take account of issues, including those connected with equality of opportunity, that are raised either in Faculty Plans, College Development Plans or appraisal targets
- 2.3 the college will strive to ensure that Professional Development will address equal opportunities wherever appropriate
- 2.4 the staffing structure of the college will allow for the consideration of role models for students and shall promote equality of access and opportunity
- 2.5 staff will avoid using language which is discriminatory, stereotyped, patronising or abusive.

Students and parents

- 3.1 no student will be refused admission to the college on grounds of race, gender, ability, religion or ethnic group. The Admissions Policy gives further details.

- 3.2 students shall be treated equally as individuals, with their own abilities, difficulties, attitudes, backgrounds and experiences
- 3.3 students will be encouraged to avoid using language that is discriminatory, stereotyped, patronising or abusive
- 3.4 students will have the support of all staff, but particularly from their Form Tutor and Year Heads to assist them with any difficulties they may experience and to provide them with counselling as appropriate
- 3.5 where parents may experience difficulty in accessing information or facilities, the college will make every effort to ensure that they are not disadvantaged or denied opportunities
- 3.6 the college's policy on charging and remissions will allow for all students to have equal access to curriculum irrespective of the parent's ability to pay
- 3.7 the college's Code of Conduct will seek to ensure that discipline and behaviour in the college continues to allow for all students to be treated fairly and equally
- 3.8 the names of students will be entered in the registers in alphabetical order of surname, with no distinction between gender
- 3.9 all students will be referred to by their first name.

Environment

- 4.1 the college will promote and resource physical access to all areas of the college
- 4.2 notices, displays, library facilities will reflect the educational needs of all students
- 4.3 the library will work towards providing learning support for all students.

Monitoring and review

- 5.1 the college will keep this policy under regular review, concerning particularly:
 - the day to day organisation of college life
 - the social context within and outside the college classroom
 - the relationship between students and staff within and outside the classroom
 - the relationship amongst students and amongst staff

Update May 2009