



## Wrotham School

### Statement for Equality

Date reviewed and revised: November 2016

Wrotham School promotes equality of opportunity. We are committed to take a positive stand to ensure all stakeholders have a right to equality of opportunity and achievement regardless of race and ethnicity, faith, belief and religion, disability and access, age, sex, sexual orientation, transexualism, and marital status.

Equality of opportunity is related to all areas of the schools work and is a fundamental aspect of the ethos of the school.

We implement this statement by:

- recognising that within the school curriculum each subject area can contribute in ways that positively reinforce equality of opportunity, community cohesion and cultural diversity
- addressing issues in assemblies through “pupil voice” and our agreed pastoral programme including PSHE and visits by outside groups to break down discrimination with respect to sexism, racism, gender bias and gender expectation, religious intolerance, ageism
- Adopting modes of teaching and learning, that ensure all can participate and fulfil their potential
- promoting positive role models for students and staff
- challenging staff and students about their attitudes if they display prejudicial behaviour with a view to modifying that behaviour to reach acceptable standards
- seeking parental involvement to promote a positive attitude to aspects of equality within school

## Wrotham School Equal Opportunities Statement

- Monitoring and recording prejudicial behaviour and report instances of racism and bullying
- admitting students to the school, we follow the agreed Local Authority guidelines and procedures
- recruiting staff who actively model the desired attitudes and behaviours that promote equality of opportunity and by seeking to appoint the best candidate for the advertised position regardless of race and ethnicity, faith, belief and religion, disability and access, age, sex, sexual orientation, transexualism and marital status.
- monitoring and reporting our staff and student population in line with Local Authority and Government guidelines and procedures. We report annually as required
- expecting visitors to respect the rights of members of our school community and ensure that they treat staff and students equally regardless of race and ethnicity, faith and religion, disability and access, gender, sexuality and age
- supporting all stakeholders who feel they have been unfairly treated in respect of race and ethnicity, faith and religion, disability and access, gender, sexuality and age through the published procedures – grievance for staff and complaints for students
- Support and promote Mental Health within all areas of discrimination
- Support students and parents in dealing with prejudicial behavior
- Offer in school and online support and guidance for LGBT students and families
- We recognize and endorse the recommendation of the 'Macpherson Report' and use it to inform our understanding of racism as a public institution.
- We have a 'de-gendered' uniform code and guidance that removes any restriction on uniform by gender.