



## **EQUAL OPPORTUNITIES POLICY**

**Revised: November 2018**

**Ratified by the Headteacher and Safeguarding Lead**

## Introduction

Instituto Español Vicente Cañada Blanch is committed to the promotion of justice, equality of opportunity and fair treatment for all members of the multicultural school community.

## Aims

At IEVC Blanch we aim to:

- To prepare children for living in a complex multicultural society and to value diversity in others.
- To establish an environment where school becomes effective in reducing prejudice and raising self esteem.
- To provide a safe and welcoming place for all members of the school community.
- To take appropriate action to deal with any form of discrimination within I.E. Vicente Cañada Blanch including discrimination on the grounds of gender; age; religion or belief; physical ability or disability; learning ability, other special educational needs or academic or sporting ability; race (including colour, nationality, ethnicity, family, cultural or linguistic background); marital status and civil partnership; sex; sexual orientation; trade union membership; part-time and fixed-term working; gender reassignment; pregnancy and maternity.

## Actions to Implement this policy

I.E. Vicente Cañada Blanch aims to ensure that opportunities and facilities are available to everyone who studies or works in the school. To this end I.E. Vicente Cañada Blanch will:

- ensure that the educational needs of all pupils are properly assessed;
- identify those barriers (physical, environmental and curricular) which could prevent individuals from accessing the learning opportunities, and seek to remove them, making reasonable adjustments through best endeavours to promote inclusion;
- provide a supportive, secure, and welcoming atmosphere;
- develop an effective support systems;
- employ a range of teaching styles to ensure no pupil is excluded from learning and to enable pupils to achieve success;

- challenge inappropriate attitudes and practices directly. This might involve interviews with individuals, speaking with groups of children, broader messages through letters home to parents, or the use of disciplinary sanctions.
- model positive behaviours to demonstrate I.E. Vicente Cañada Blanch's commitment to equality of opportunity.
- seek the views of parents and pupils where appropriate and involve them in developing a programme of support.

All members of the school community have a personal responsibility for the ongoing and practical application of this Equal Opportunities Policy.

I.E. Vicente Cañada Blanch interacts with other organisations, groups and individuals. It is important that the school ethos with regard to equality issues extends across all areas of its work. Therefore I.E. Vicente Cañada Blanch will:

- make use of opportunities to promote the principle of equality of opportunity.
- celebrate diversity and difference.
- promote the interests of disadvantaged groups to others.
- refer to a specialist advice and regular support from a specialist professional outside the school if necessary.

School staff have a responsibility to ensure this policy is carried through effectively and should give active support to the policy. Staff should encourage pupils and colleagues to report any instances of discrimination.

I.E. Vicente Cañada Blanch takes seriously its responsibility to ensure that any instances of discrimination are investigated fully, and appropriate, sensitive and responsive action is taken. In the case of pupils and staff this could involve I.E. Vicente Cañada Blanch's disciplinary procedures.