

Equal Opportunities Policy

Date Implemented: June 2015

Review Date: September 2018

Reviewed September 2017

1. Aims

- To provide an appropriate learning experience for all students, whatever their colour, origin, culture, gender, religion or belief, age or ability;
- To treat all staff equally in employment matters according to the law; and
- To develop policies and procedures that will lead to high standards from all staff and students.

- To provide students with the opportunity to learn in an environment free of prejudice;
- To educate all members of the Studio School against any form of prejudice or negative stereotyping;
- To treat all staff equally according to the law;
- To make and maintain specific policies on The Gender Equality Duty, the Duty to Promote Racial Equality, and the duty to provide equal opportunities for disabled people

2 Developing policies around Every Child Matters

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well-being

The Studio School's policy and actions are set out in the specific policies for promoting gender equality, promoting race equality and providing equal access to the Studio School's facilities and services for disabled students, staff and the community.

3 Equality of opportunities

- The Studio School has a general policy to eliminate discrimination on the grounds of gender, race, disability, sexual orientation, religion and belief and age, as required by law.
- Digitech Studio School maintain specific policies on promoting gender equality, promoting racial equality, and safeguarding students' right to worship as they please.
- The Studio School also takes into account the duty to safeguard staff and student rights not to be discriminated against on the grounds of sexual orientation and religion and belief, and age. Staff rights are not to be discriminated against on these grounds as is contained in Warrington Collegiate policies. The Studio works effectively with local services and agencies, providing coherent support.
- The Studio School also has a Disability Policy, which provides more detail on the Studio School's whole-school approach.

The Studio School will ensure that:

- Guidance is given on subject choices and careers encouraging students to consider non-stereotypical opportunities;
- Gender issues are considered when preparing for, and following up, work experience; and
- Account is taken of positive role models when inviting speakers and representatives into the Studio School and in the promotion of specific initiatives.

The Studio School will ensure that:

- Home – Studio links are made to involve parents directly in the work of the Studio School;
- Linguistic diversity is positively recognised;
- Interpretation and translation services are made available as quickly as possible, where appropriate;
- Links are established with the local community;
- Staff work effectively with other local services;
- Learning support for ethnic minority students is efficient and effective;
- Provision is made for the spiritual, moral, and social and cultural education, supported by appropriate resources and information; and

- Student/students' names will be accurately recorded and correctly pronounced. (Student/students should be encouraged to accept and respect names from cultures other than their own.)

The Studio School will ensure that:

- Travelling children are successfully integrated into the Studio School;
- Where necessary, distance learning packs are provided to support continuous learning;
- Travelling children with special educational needs receive appropriate support; and
- Travellers' cultures are affirmed to share and broaden experiences for all students.

4 Response to discrimination

4.1 All forms of discrimination by any person within the Studio School will be treated seriously.

4.2 Staff will always make clear to offending individuals that such behaviour is unacceptable.

4.3 The Studio School has procedures for dealing with discriminatory incidents (whether they take place in the grounds, corridors or teaching areas), and procedures for recording outcomes.

4.4 Racist symbols, political symbols or other biased and/or offensive insignia are forbidden in the Studio School.

The display of such materials is regarded as discriminatory behaviour.

4.5 Continued discriminatory behaviour by a student will lead to the involvement of parents, and could lead to disciplinary action.

4.6 Continued discriminatory behaviour by staff could lead to disciplinary action and possible dismissal.

5 Complaints Procedure

- Anyone in the Studio who feels that this policy is not being followed is entitled to raise the matter with the Principal.
- Anyone outside the Studio School who wishes to make a formal complaint must do so Through the Studio School's complaints procedure.

6 Responsibilities

Digitech Studio School has set out its commitment to equal opportunities in this policy statement and in specific policies.

The role of the Studio School Trust is:

- To monitor the implementation of this policy within the Studio School;
- To consider reports from the Councils;
- To review the policy every two years;
- To initiate any changes.

The role of the Senior Leadership Team

The Governing Body of Digitech Studio School will:

- Monitor the implementation of the policies;
- Review annually the Studio School's own policies and arrangements to ensure equal opportunities are appropriately implemented;
- Ensure that parents and members of the community are involved in the making and reviewing of equal opportunities policies as appropriate;
- Welcome all applications to join the Studio School, whatever background or disability a child may have;
- Ensure that no student is discriminated against on account of their sex, race, sexual orientation, religion, belief and age;
- Check regularly the Studio School's records of discriminatory incidents and the outcomes;
- Offer guidance to the Principal;
- Report to the Governing Body of the Trust on the implementation of the policies; and
- Review the Studio School policy every two years.

The role of the Principle Principal

It is the Principal's role
to:

- Implement the Studio School's equal opportunities policies;
- Ensure that all staff are aware of the policy on equal opportunities, and that tutors and support staff apply these guidelines fairly in all situations;

- Ensure that the equal opportunities policies are applied to all staff recruitment procedures, by all those involved in the selection, appointment and development of staff;
- Ensure that the equal opportunities policies are taken account of in pay, performance management, promotion and training matters;
- Promote the principle of equal opportunity when developing the curriculum, and promote respect for other people in all aspects of Studio life (for example, in conferences, where respect for other people is a regular theme, and in displays shown around the Studio School.)
- Report as required to the Studio Governors.