

Introduction

At Sprowston Community High School we believe everyone deserves to be treated equally regardless of

- Race
- Disability
- Gender
- Age,
- Sexual orientation,
- Religion and belief

Our Single Equality Scheme brings together the school's approach for promoting equality in our policies and procedures and, most importantly in our day-to-day practices and interactions with the whole school community.

Our scheme includes our whole school – pupils, staff, governors, parents and carers and all those within our extended school community.

We regard this Scheme as being essential for achieving the five outcomes of the Every Child Matters framework and the objectives of the Norfolk's Children and Young People's Plan.

We acknowledge that it is very important for us all to work together in achieving our aim of being fully inclusive and accessible and ultimately in providing a quality learning experience for our children and young people.

Whether you are a member of staff or a visitor to our school we ask that you pay attention to the information in this leaflet whilst on our school site.

Your Duties

As a visitor to our community or a member of our institution we ask that you :

- **Respect the rights of all the people you meet**
- **Ensure that your actions reflect the duties we have outlined in this guide.**

Reporting Issues

Like any large organisation, we cannot get it right 100% of the time. If you feel that you have identified an area for improvement there are a number of ways to communicate this.

- You can talk in confidence to a member of our staff
- You can talk directly the Senior Member of staff with responsibility for
- Equalities—**Des Reynolds (Deputy Head)**
- You can write to us to express your concerns.

If you feel you have witnessed a Racist incident we ask that you raise this immediately with a member of staff or your line manager.

If you would like this information in an alternative format that would better suit your needs e.g. Easy to read, large print, Braille, audio tape or if you would like the Scheme to be explained to you in your language please contact:

Des Reynolds (Deputy Head—Every Child Matters)
01603 485266
office@sprowstonhigh.org

Equality of Opportunity



Sprowston Community High School Quick Guide

Updated September 2009

Our Duties

Under the statutory duties all schools have responsibilities to promote race, disability and gender equality.

Disability equality

The general duty to promote disability equality is owed to all disabled people which means that we must have due regard to:

- Promote equality of opportunity between disabled people and other people
- Eliminate unlawful discrimination
- Eliminate disability related harassment
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to take account of disabled peoples' disabilities, even where that involves treating disabled people more favourably than other people.

We must ensure that disabled students do not receive less favorable treatment and to do this the school has a duty to make reasonable adjustments.

Race equality

The general duty to promote race equality means that we must have due regard to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups.

Accessibility

There is specific disability legislation in relation to disabled pupils and accessibility which means we must plan strategically over time to:

- Increase access to the curriculum
- Make improvements to the physical environment of the school to increase access;
- Make written information accessible to pupils in a range of different ways

Gender equality

The general duty to promote gender equality means that we must have due regard to:

- Eliminate unlawful discrimination and harassment and
- Promote equality of opportunity between men and women, girls and boys.

Transgender

Transgendered people are explicitly covered by the gender equality duty. The term transgendered refers to a range of people who do not feel comfortable with their birth gender. The school will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within its school community.

Community cohesion

We also have a responsibility to promote community cohesion, developing good relations across different cultures, ethnic, religious and non religious and socio-economic groups. We have incorporated our priorities into our Single Equality Scheme and Action Plan to make it easier to monitor our progress and performance in meeting our objectives.

Age, sexual orientation, religion and belief

We must ensure that we do not discriminate on these grounds. Our Scheme includes our priorities and actions to eliminate discrimination and harassment for these equality areas.