



Durham High School

# Equal Opportunities Policy

This policy applies to the Whole School  
and is published to parents and pupils

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Reviewed: September 2022  
Next review: September 2023

*This policy should be read in conjunction with: Admission Policy; Anti-Bullying Policies; Behaviour Policies; Curriculum Policies; Pastoral Care Policy; School Accessibility Plan; SEND Policy; Transgender Policy.*

This policy has regard to current Equal Opportunities legislation, in particular the Equality Act, 2010, and the 'protected characteristics' (i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation – although the school recognises that age and marriage & civil partnership do not apply to pupils in school) as defined by the Equality and Human Rights Commission. Statutory Framework for the Early Years Foundation Stage, 2015.

Durham High School believes that equality of opportunity requires that everyone, pupils and staff alike, have an equal chance to develop themselves to their full potential. Consequently, equality of opportunity at Durham High School implies that:

- equality of access exists for all;
- social inclusion exists for all;
- life choices are widened, not restricted;
- talents are fostered, not suppressed;
- no one experiences disadvantage or discrimination;
- stereotypes are challenged;
- all forms of bullying and harassment are condemned and challenged;
- change is managed for the benefit of all;
- individual and community needs are responded to in a sympathetic and imaginative manner;
- individuals and groups are allocated appropriate levels of support to ensure that their potential is fulfilled; and
- the principle of equity applies.

In relation to its more restricted role in the curriculum, equality of opportunity is defined as a cross-curricular dimension that should be woven through the life and work of the School, enlighten every area of the curriculum and be addressed by every teacher.

### **Responsibilities of the Governing Body**

The Governing Body:

- Is committed to equality of opportunity for all employees and pupils and to the equal treatment of all employees and pupils regardless of sex (noting that whilst employees are female and male DHS is a girls' school), marital status, disability, creed<sup>1</sup>, race, age or nationality.
- Will expect the Principal, in making appointments, to give full and fair consideration to disabled persons for all types of vacancies and to appoint solely on the basis of the candidate's ability to carry out the specific work entailed.
- Is committed to equality of opportunity for all employees in respect of training, career development and promotion.
- Considers Sexual Harassment by an employee to be unacceptable and a matter to be dealt with under the School's usual Disciplinary Procedures.
- Is committed to ensuring that complaints of Sexual or Racial Harassment by an employee are thoroughly investigated and, if a case is made, dealt with under the School's usual Disciplinary Procedures.
- Is committed to ensuring teaching does not undermine fundamental British Values of Democracy, Individual liberty, Rule of Law and Mutual Respect and Tolerance of those with different faiths and beliefs, or discriminate against pupils on the basis of the 'protected characteristics'.

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<sup>1</sup> Durham High School has a religious character as set out in the Designation of Schools Having a Religious Character (England) Order 1999 (SI 1999 No. 2432). The Governors of Durham High School, which is a Church of England Foundation, reserve the right to appoint practising Christians.

## **Responsibilities of Staff and Pupils**

- Teaching staff and non-teaching staff should, both in their words and actions, encourage all pupils to show respect for each other, to be aware of the needs of others and to be supportive of each other.
- Teaching staff and non-teaching staff should make it clear to all pupils that discrimination on the grounds of disability, gender, race, socio-economic background or creed is unacceptable and should set a personal example in this respect, actively promoting equality of opportunity and anti-discriminatory practice for all pupils.
- All members of the School community should be encouraged to understand the needs of and to develop positive attitudes towards all members of society.
- Pupils should be made aware that racist behaviour is totally unacceptable in School and any pupil found to be causing Racial Harassment will be dealt with firmly.

## **Entitlement**

- All pupils and staff are entitled to study and work in an environment that meets their individual needs and allows them to grow and develop at their own pace and to their full potential.
- All pupils are entitled to full access to a broad and balanced curriculum that reflects, values and celebrates diversity within the School and within society locally, regionally, nationally and internationally.
- All pupils and staff are entitled to study and work in an environment that does not discriminate against them in any shape or form.
- All pupils and staff are entitled to study and work in an environment in which their safety and security are paramount.
- All pupils and staff are entitled to study and work in an environment in which they do not encounter bullying or harassment in any shape or form.
- All pupils and staff are entitled to study and work in an environment in which they are treated equally and with respect irrespective of their gender, ability, sexuality, age, their social, cultural, ethnic or religious background, or their family circumstances.

## **Racial Equality**

Durham High School is opposed to all forms of racial oppression and is committed to principles of human equality and dignity. We are committed to promoting tolerance and empathy and to combating racial injustice and to working towards the removal of all forms of racism and racial prejudice. The curriculum aims to reflect:

- the nature of a pluralist society;
- the need to teach through world examples;
- the benefits of cultural diversity;
- the full recognition and acceptance of cultural and religious differences; and
- the elimination of all forms of racial prejudice and discrimination.