

Heathfield Community College



Heathfield
Community College

Equal Opportunities Objectives

Reviewed by: Curriculum Committee, 16 June 2016

Ratified by: Full Governing Body, 14 July 2016

Next review: June 2017

A handwritten signature in black ink, appearing to be 'R. Karn', written in a cursive style.

Signed Richard Karn, Chair of Governors

Our mission statement: *“Outstanding learning and personal development for the future”*

Equal Opportunities Objectives

Heathfield Community College serves a large rural catchment area comprising Heathfield and its surrounding villages. Students come to school from a wide variety of home backgrounds although the balance is socio-economically above average. The school serves students who will receive additional support throughout their time with us, as well as students who are likely to complete their education in a leading university department.

- We believe that all members of our college community are of equal value. This means that high but realistic academic expectations should be applied to each student. This aim is supported by our target setting and tracking processes, as well as our Teaching & Learning policy.
- We seek to ensure that students with modest means are not disadvantaged in the academic opportunities available to them. The College has developed a strategy called Closing the Gap to support this objective.
- We believe that members of the school should treat each other with care and respect. We seek to encourage positive role modelling from all members of the community. This aim is supported by our Behaviour, Friendship and Anti-Bullying Policy, Safeguarding and Child Protection Policy, SEND Policy, Inclusion Policy, Communication Policy, Accessibility Policy statement, the Accessibility Plan and the Pupil Premium Statement.
- We believe that equal opportunities issues should be addressed through a variety of learning mechanisms including the study of literature, both historic and contemporary and that which evidences diversity. There is promotion of multi-cultural understanding through the offering of trips to Europe for the full ability range of students and using group work to encourage working with a wide range of people.
- We challenge stereotyping through an inclusive culture and ethos and explicitly through the PHSEe and tutorial curriculum and the monitoring of gender differences in academic performance.
- We promote religious understanding through the celebration of major festivals and related use of assemblies and through Religious Education and PSHEe.
- We encourage the involvement of all members of our local community to make use of our education and recreational resources.
- We monitor equal opportunities issues using parent, student and staff surveys. Any incidences involving prejudice of any kind are logged and appropriate action is taken.

- We are also committed to ensuring equal opportunities for all applicants for teaching and non-teaching posts at Heathfield Community College in accordance with the HR and pay policies.
- We ensure that contract conditions require contractors to comply with the relevant legislation and with our equality policy and we require similar compliance by any sub-contractors.

We recognise and accept our duties and responsibilities to eliminate discrimination and promote equality, including the requirement to involve the whole school community in the process in order to ensure better outcomes for all.

Our statutory duties are contained within:

- The Equalities Act 2010 (including the DFE 2014 updated guidance related to pregnancy status and gender reassignment)
- Equality Act 2006 (which introduced the gender equality duty)
- Race Relations (amendment) Act 2000
- Disability Discrimination Act 2005
- Education and Inspections Act 2006
- Education and Inspection Act 2006 (which introduced the Community Cohesion duty)

Current Priorities

To carry out regular reviews of the engagement and achievement of all students and to ensure inclusivity as part of the Good to Great initiative. To provide appropriate intervention to all students who are at risk of not making progress.

To ensure inclusivity and improve outcome for students in recognised vulnerable groups through the Accessible Curriculum Strategy and Closing the Gap strategy.

To provide enhanced continued professional learning to staff related to equality issues.

To review the access to all areas of the College site for wheelchair users.

To audit cultural diversity awareness across the College and ensure there is high staff and student engagement with culturally diverse activities.

To ensure greater equality of gender outcomes.