



# Royal Liberty School

## Equal Opportunities Statement

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At Royal Liberty School we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the school community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. Our school community consists of a diverse range of people – employees, visitors, students and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings. We want to ensure our students are prepared to take their place in a culturally diverse society.

### **Aims**

We want to foster mutual tolerance and our aim is for everyone to feel valued within the school.

By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality or gender the school can ensure that:

- All students have opportunities to achieve their potential
- Expectations of all students are regardless of the background
- All students have access to and can make full use of, the school's facilities and resources
- It reflects the community it serves and responds to its needs
- All students are prepared for life in a diverse and multi-ethnic society
- All students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these.
- It has a positive ethos and environment that promotes achievement for all
- Racist and discriminatory incidents are dealt with effectively and the Anti-bullying Behaviour Management Policy.
- It actively welcomes people of all religions, ethnicity and cultures

### **Equal Opportunities**

All students and adults within the school have a right to be treated with respect.

#### *Everyone has the right to:*

- Study, learn and work
- Be free from violence, bullying and abusive language
- Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour
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#### *Students have the right to:*

- Equal opportunities in relation to access to the curriculum, to extra-curricular activities and to work experience.

#### *Staff have the right to:*

- Equal opportunities in relation to recruitment, and professional development

All staff are valued for their contribution to the school and are given equal access to opportunities for promotion and career development.

Students and adults within school are encouraged to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non-intervention will be viewed as an unwillingness to uphold the values and beliefs of our school.