

## EQUAL OPPORTUNITIES POLICY

The Weald School serves a large rural catchment area comprising Billingshurst 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 receive learning 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 are applied to each student. This aim is supported by our student review, and target setting and tracking processes, as well as our framework for teaching & learning.
- We seek to ensure that students with modest means are not disadvantaged in the academic opportunities available to them.
- 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 policy, anti-bullying policy, race equality policy, disability equality policy, curriculum support policy, form-time and PD programmes.
- We believe that equal opportunities issues should be addressed through a variety of learning mechanisms including the study of literature, the promotion of racial tolerance through the offering of trips abroad for the full ability range of students and using group work to encourage working with a wide range of people.
- We challenge stereotyping through the PD and form-time curriculum and the monitoring of gender differences in academic performance.
- We promote religious tolerance through the celebration of major festivals and related use of assemblies and through experiential learning in IBEC.
- We encourage the involvement of all members of our local community to make use of our educational and recreational resources.
- We promote the concept of the dignity and equal value of work through our work experience and mock interview programmes.
- We monitor equal opportunities issues using parent, student and staff attitude survey. Any incidences involving prejudice in any way are logged and discussed in appropriate meetings, with a view to taking appropriate action.
- We are also committed to ensuring equal opportunities for all applicants for teaching and non-teaching posts at The Weald School. (Please refer to the equality & diversity policy for staff).