

EQUALITY PLAN

Opening Statement:

Employees, visitors and students of Park Community School will not be discriminated against, victimised or harassed on grounds of:

- Gender
- Transsexual status
- Race
- Religion or belief
- Disability
- Age ¹
- Sexual Orientation

¹ The school will still teach students in groups of similar age as this does not imply discrimination.

Recruitment

Advertising and selection processes for staff will solely focus on the candidate's ability to effectively fulfil the role profile.

Admissions

The governors publish an annual Admissions Policy which does not discriminate against any of the above groups. It is the Local Authority's policy to install specific equipment for disabled students in certain schools, such as Portchester Community School for wheelchair users. Park Community School will adjust its premises and practices as far as is reasonably practicable to enable disabled pupils not to be disadvantaged.

Promoting Equality

We shall promote equality through all aspects of the school's work but especially through the SMSC (Spiritual, Moral, Social & Cultural) Curriculum, both taught in classes and received through assemblies, Butterfly Broadcasts etc.

We shall monitor the attainment of differing groups of students (e.g. racial, gender, Looked After, SEND) to ensure that all achieve to their potential. The results of this monitoring will be published in our results analysis documents. Changes will be made to our pedagogy where differences between groups are found.

Racial incidents are investigated, recorded and reported annually to the Local Authority. The normal behaviour reporting process via SIMS contains an option to tag an incident as racial.

The school will encourage participation by disabled people in the work of the school and take steps to meet their need as far as is practicable. The site will be reviewed annually by the Site Manager, Community Manager and Deputy Head for accessibility and the findings submitted in a report to Governors. The new school build allows all students to access all class rooms with the exception of four laboratories. The school will also enable our students to engage with disabled people through curriculum and community work.

In order to promote gender equality all students will have the same allocation of time to study subjects that are historically gender biased, e.g. Double Science for all, as options for Single Science tend to attract more girls than boys. Physical Education will be taught sometimes in single sex groups and sometimes in mixed groups. Staff in all subjects will use exemplar role models that cover both genders.

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Summary

We shall not discriminate (directly or indirectly) against, victimise or harass any of the groups above, nor shall we allow any one associated with the school so to do.

We shall promote equality of opportunity for boys and girls, able and disabled and all races through our curriculum and our values and ethos.

We shall monitor racial incidents and the achievement of differing races, disabled students, and genders, using the information to inform our school improvement plan.

Review Date: November 2015, further review November 2018