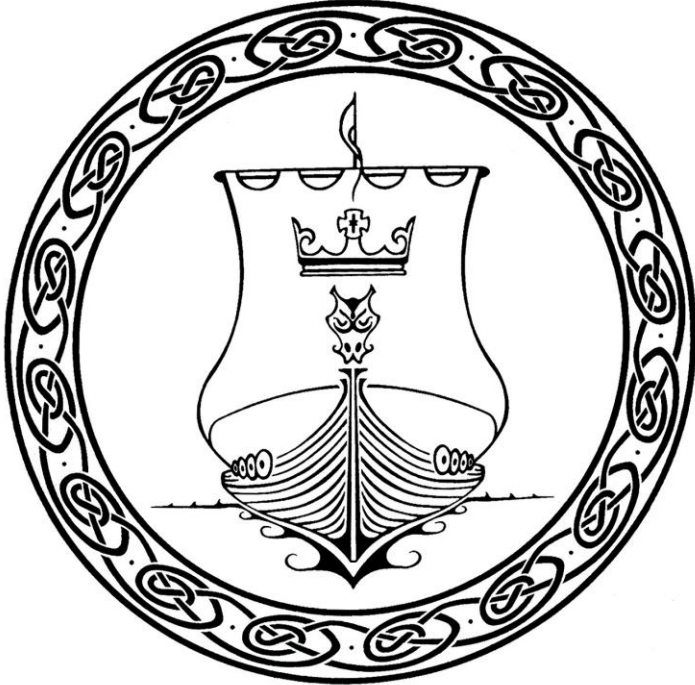




**Queen Elizabeth II High School**  
**Equal Opportunities & Inclusion Policy**



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The School follows the Department of Education Policy. The Isle of Man Government has various policies covering employees such as Fairness at Work. These are available on Its learning.

### **AIMS:**

- To ensure that the principles of equal opportunity, fairness and inclusion are fundamental to the School;
- To ensure that all students and staff are treated fairly;
- To eliminate discrimination against a person because he or she has any of the protected characteristics as defined in the equality act 2017. Protected characteristics include: race, gender, age, sexual orientation, religion or belief, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership.
- To ensure that all students have access to a broad and balanced curriculum appropriate to their needs, which enables them to achieve the highest possible standards.
- To ensure that all students and staff have access to appropriate support, care and guidance.

### **RESPONSIBILITY:**

The Head has overall management responsibility for the implementation, monitoring and evaluation of the policy.

The Governing Body approves all school policies and will consider equal opportunities issues when reviewing policies.

All staff, teaching and non-teaching, have responsibility within their own areas for ensuring that their work complies with this policy.

Students are responsible for following the Behaviour Policy with particular reference to respect for others and no bullying.

### **IMPLEMENTATION AND MONITORING:**

#### *DOCUMENTS AND POLICIES*

The Leadership Team will, from time to time, check departmental and other School documents, amending as necessary to ensure that the School's commitment to equal opportunities and inclusion is reflected within them.

Assemblies, the tutorial programme and subjects such as PSHE and RS play a vital role in helping to educate young people about discrimination and human rights.

Students who use inappropriate language or discriminate against others will be dealt with according to the behaviour policy and educated about the reasons why such behaviour is not acceptable.

#### *STUDENTS' WELFARE AND CURRICULUM*

1. The Assistant Head with responsibility for the timetable and the Curriculum Board will monitor the timetable to ensure the best possible curriculum experience for students;
2. The School will follow the Department of Education Admissions Policy;



3. Tutorial work, assemblies, career guidance, work experience placements, advice given to students by and pastoral teams and the student services team will be in accordance with equal opportunities principles;
4. Appropriate pastoral and emotional support will be offered to all students based on need and in accordance with equal opportunities principles. Where necessary the school will work with outside agencies ;
5. The Behaviour policy will apply to all students and staff;
6. The anti- bullying policy will be implemented;
7. Staff will take account of the implications of balance for gender in their setting and grouping of students.

**STUDENTS' ACHIEVEMENT:**

1. The Head, Examinations Officer, Directors of Key Stage (DKS) and Heads of Subject (HOS) will monitor educational outcomes in terms of gender, AEN and Free School Meals and, where relevant, identify strategies to compensate for perceived differences;
2. The Academic Board will monitor progress of groups of students and make recommendations to HOS;
3. The Head of Support for Learning and the Unit manager will monitor achievement and opportunities for those students identified as having additional educational needs and will inform the Heads of Subject about those needs.
4. The Heads of Subject will monitor the work of all students and ensure that differentiation caters for the needs of all students within their classes;
5. The Directors of Key Stage and the Assessment Manager will provide information on students about baseline assessments, which will then be disseminated to all class teachers and tutors and used to agree appropriate aspirational targets;
6. Records of Achievement will be issued to all leavers in Year 11;
7. All students will be encouraged to recognise the value of all extra-curricular activities and the development of key skills;

**STAFF:**

1. The CPD team will seek to ensure that all staff have opportunities for professional development in line with the principles of the Equal Opportunities Policy;
2. Teachers and support staff will follow the relevant policies for appraisal/performance management;
3. The Deputy Head – Staff Welfare will ensure that all staff on extended leave receive appropriate information and support;
4. The Governors and Head will follow the Department of Education Policy regarding appointments and promotions;
5. New staff will be provided with a mentor appropriate to their responsibilities;
6. All staff will be given an opportunity through their working teams to contribute to school review and development;
7. The Head or Deputy will deal with any complaints about staff in confidence and according to the Terms and Conditions of Employment.

Relevant policies: Anti-bullying, Behaviour, Fairness at Work, Examinations, Admissions, Enrichment, Assessment, teaching and learning.



*LINKS WITH EXTERNAL AGENCIES:*

1. The Deputy Head with responsibility for Care Support and Guidance will be responsible for monitoring the use of outside agencies to effectively support students.
2. All work with outside agencies (including referrals) will be coordinated through Directors of Key Stage and Support for Learning managers.
3. Agencies used include: CAHMS, T2 Listening Service, EHAS, Youth Motor Project,
4. Referral