

Equal Opportunities Policy

Queen Elizabeth's Grammar, Alford, is committed to equal opportunities for all, regardless of gender, sexual orientation, race, religion, age, disability or any other potential cause of discrimination.

The provision of equal opportunities is good educational practice for all staff and students. All individuals should be encouraged to reach their full potential.

The academy aims to:

1. Increase awareness of the issues involved in equal opportunities.
2. Encourage a desire for equality of opportunity.
3. Challenge generalised assumptions which see people in stereotyped roles rather than as individuals.
4. Ensure that the organisation and the environment of the school provide for equal opportunities.

Staff Guidelines

Staff should be ready to challenge discrimination and in their own practice should set an example by following these guidelines:

1. Teaching methods and strategies should reflect the aims of the academy's policy.
2. Staff should be alert to bias in resources and displays.
3. Every opportunity should be taken to improve physical access to all amenities on the academy site.
4. Sexist, homophobic and racist language will not be tolerated in the academy.
5. Each member of staff should respect and value each other's work and status.
6. The academy should, when possible, provide positive role models in order to counter negative or demoralising stereotypes.
7. Where practicable, all lists, registers and records should be in alphabetical order.
8. Physical tasks, social tasks and extra-curricular activities should put into practice the school's equal opportunities policy.
9. All staff, on an individual and group basis, should regularly review and monitor their current practice and future plans in the light of the school policy.