



## **LAWRENCE SHERIFF SCHOOL RUGBY**

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### **EQUAL OPPORTUNITIES POLICY**

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The school concurs with the Warwickshire County Council principles on staffing and student issues. In a single-sex Grammar School, the gender issue (prejudice, awareness, understanding) is addressed specifically in assemblies and the PSE programme, as well as in many subject areas. The issues of race, religion, age, disability and disadvantage are built into PSE.

The pressure of expectation and the pace of work at a Grammar School raise our own issues of barriers to learning (see Special Needs Policy): some identifiable skills are an entitlement and an essential step towards equality of opportunity in a selective environment.

All these considerations, and the additional priority of working in mixed groups, came together in the Key Skills programme in year 12 (see Sixth Form PSE/SEC Policy). The goals of team-work and shared skills in IT, research and presentation, between Sixth Formers from the two schools, are intended to challenge assumptions about roles, confidence and opportunity.

Areas which the staff groups, and Governors' Academic Committee, who considered this policy recognised as needing regular consideration are: the wording of all staff and student recruitment material; curriculum planning (academic subject as well as PSE and core skills); resources, posters, advertised events; assemblies; sensitivity to all individual situations of disability, vulnerability or perceived need.

The Senior Management Team will review staff comments each term and report to a standing item of the Academic Committee's agenda.