

## Equal Opportunities Policy

In line with our statement of values, Kirkwall Grammar School is committed to the positive implementation of the principle of equal opportunities. The aims of this policy are:

- To value all individuals within the school community regardless of their sex, ethnic origin or academic ability.
- To promote equality of educational opportunity so that all students are enabled to achieve success according to individual criteria.
- To encourage a commitment to equal opportunities within the school community.
- To educate pupils in the importance of equal opportunities both within and outwith the school environment.

The following strategies are used to ensure that equal opportunities are provided and taught in the school:

- 1 A curriculum which is appropriate to the needs of all pupils.
- 2 Active discouragement of gender bias in the choice of subjects in S2, S4 and S5.
- 3 Monitoring of all teaching resources to guard against cultural and gender bias.
- 4 Use of the curriculum to teach the meaning and effects of bias and the consequences of inequality in terms of wealth, gender, race and religion e.g. History Modern Studies, Religious and Moral Education.
- 5 A Personal and Social Development programme which includes teaching of tolerance and equal opportunities and the negative effects and consequences of racism, and bullying (bullying is covered in detail in the policy on the prevention of bullying).
- 6 All students are treated equally with regard to rewards, expectations and sanctions, where necessary. In doing this, we provide all students with an equal opportunity to learn.
- 7 Teaching groups which are not organised on the basis of gender.
- 8 Equal access to all extra-curricular activities including school trips.
- 9 The active encouragement of interactions between pupils and pupils, pupils and staff, staff and staff which display respect for the individual regardless of sex, race, religion or academic ability.

June 2010