



**THE CHRYSALIS SCHOOL FOR
AUTISM
EQUAL OPPORTUNITIES POLICY
(including policy for Racial Equality and
Cultural Diversity)**

Updated: November 2008
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EQUAL OPPORTUNITIES

At The Chrysalis School for Autism we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. We plan activities for less able and more able pupils in a way that does not prejudice one child over another. We aim high and hope to see progress in all pupils who attend the school.

All members of the school community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. Our community consists of a diverse range of people – employees, visitors, students and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

Staff are also employed without reference to factors other than their suitability for the post in question.

Equal Opportunities

All students and adults within the school have a right to be treated with respect. This includes a right to:

- Study, learn and work and to be encouraged to participate in all areas of the curriculum.
- Physical, emotional and verbal respect, free from violence, bullying and abusive language and/or discrimination.
- Respect and develop an awareness for themselves in respect of gender, race and age.
- Freedom from sexual comments or harassment and inappropriate use of humour.
- The safety of their property

Equal opportunities in relation to course access, recruitment and access to extra-curricular activities

Students and adults within school are encouraged to challenge any inappropriate behaviour or comments.

Racial Equality and Cultural Diversity

The curriculum of The Chrysalis School for Autism aims to incorporate multi-faith teaching and learning about other cultures. This universal approach may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures.

Racist language and behaviour will not be tolerated. All incidents will be recorded and parents notified. Persistent racism will result in exclusion.

We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination

In order to achieve these criteria we are guided by the following principles:

- Every child should have the opportunities to achieve the highest possible standards and the best possible preparation for the next stages of their life and education.
- Every child should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every child should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi ethnic society
- Every child should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well being in accordance with the Every Child Matters agenda.

Aims

Our Equal Opportunities Policy aims to develop the intellectual, physical and social potential of all pupils to the full. The school will always endeavour to provide equal access to the curriculum and to extra-curricular activities for all pupils regardless of gender, race, faith, age, social background or physical or intellectual ability.

Specifically, our aims are:

1. to remove all barriers to opportunity, whether overt or covert
2. to eliminate stereotyping
3. to recognise, value and develop the worth and potential of each individual
4. to encourage positive attitudes and relationships
5. to encourage confidence in children and promote self esteem
6. to encourage, where possible, a sense of personal and collective responsibility

Objectives

Our objectives are as follows:

1. children will be encouraged to participate in all areas of the curriculum
2. children will be encouraged to develop an awareness of themselves in relation to others
3. children will be given opportunities, where possible, to address and gain an understanding of equal opportunities issues, including discrimination
4. all staff should challenge stereotyped attitudes and be fair in the way they allocate time and resources

5. the Principal, ABA tutors and support staff should be alert to bias in learning and reading materials and be familiar with the aims and objectives of this policy
6. ABA tutors should be aware of course content that might favour or disfavour particular children
7. staff should be aware of their own potential as role models and what this might mean for children
8. tutors should be aware of different learning styles and should be ready to use a variety of techniques in their practice

Implementation

The school will ensure that:

1. school publications do not display bias of any sort
2. displays around the school are non-stereotyped and representative of all pupils
3. new resources are always chosen with care
4. all displays, equipment and materials reflect our inclusive community

Evaluation and Monitoring

The effectiveness and function of the policy will be monitored and evaluated by the Principal and Governing Body. Evidence will be available in annual reports, visible around school through displays and communications and through the ABA programmes and curriculum delivery in class.