

The Anna Fiorentini Theatre & Film School Equal Opportunities Policy

Equal opportunity is the right of everyone to equal chances, and each individual being respected for who they are.

This policy statement outlines the commitment of the Anna Fiorentini Theatre & Film School to ensure that equality of opportunity is available to all members of the school community. These include:

- students
- staff
- volunteers
- parents and guardians
- visitors to the school

Equal opportunities will permeate all aspects of school life, and it is the responsibility of every member of the school community to implement the policy laid down. All members of the school community are made aware that every individual has a right to be considered of equal value and be given equal opportunities regardless of:

- ethnicity
- gender
- social background
- ability or disability
- HIV/AIDS status
- belief
- age
- marital status
- nationality or citizenship
- sexual orientation
- pregnancy or maternity

Ethos and atmosphere

We are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of that community.

- There is 'openness' of atmosphere which welcomes everyone to the school.
- The students are encouraged to greet visitors to the school with friendliness and respect.
- The school's promotional materials are of high quality and reflect diversity across all aspects of equal opportunity.
- Arrangements are in place for a member of staff to greet visitors for whom access to the building proves difficult.

Learning environment

There is a consistently high expectation of all students regardless of age, gender, ethnicity, ability or social background. All students are encouraged to improve on their own achievements, and not to measure themselves against others. Parents are also encouraged to view their own children's achievements in this light.

Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from students. The adults in the school try to provide good, positive role models in their approach to all issues relating to equality of opportunity.

The school provides an environment in which all students have equal access to all facilities and resources. All students are actively involved in their own learning. A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all students.

The taught curriculum

We aim to ensure that our curriculum planning reflects our commitment to equality of opportunity in all disciplines. Our planning takes account of the differing needs of our students and their progression.

Language

All members of the school community are expected to use language which:

- does not transmit or confirm stereotypes.
- does not offend.
- creates and enhances positive images of particular groups or individuals.

Harassment and bullying

It is the duty of the school to challenge all types of discriminatory behaviour, such as unwanted attentions (verbal or physical), unwelcome or offensive remarks or suggestions about another person's appearance, character, race, ability or disability, sexuality or gender. The school has a clear, agreed procedure for dealing with incidents such as these.

Parents / guardians and the wider community

We aim to work in partnership with parents and guardians to help all students achieve their potential. We wish to affirm our continuing commitment to reach out to other diverse groups within our immediate community and beyond.

Staffing and staff development

We undertake to encourage the career development and aspirations of all our staff and volunteers. We agree to provide staff with training and development opportunities which will increase awareness of the needs of our students in the various dimensions of equality of opportunity within the context of our school.

Vacancy advertising

Vacancies will be advertised simultaneously internally and externally. All vacancy advertisements will include an appropriate short statement on equal opportunity, such as 'We are an equal opportunities employer'. We also include this Equal Opportunities Policy in our application pack.

Selection and recruitment

Selection criteria will be kept under constant review to ensure that they are justifiable on non-discriminatory grounds as being essential for the effective performance of the job.

Wherever possible, more than one person must be involved in the selection interview and recruitment process. Reasons for selection and rejection of applicants for vacancies are recorded.

All applicants will be encouraged to compete on genuinely equal terms for jobs and promotion. However, actual recruitment to all jobs will be strictly on merit. Wherever possible, efforts will be made to identify and remove unnecessary or unjustifiable barriers, and provide appropriate facilities and conditions of service to meet the special needs of disadvantaged and/or underrepresented groups.

Our objectives are to:

- ensure that the Anna Fiorentini Theatre & Film School has access to the widest labour market and secures the best employees for its needs.
- ensure that no applicant or employee receives less favourable treatment, and that, wherever possible, they are given the help they need to attain their full potential to the benefit of the school and themselves.
- achieve an ability-based workforce which is in line with the working population mix in the relevant labour market areas.

Monitoring and review

Equality of opportunity is identified as an area requiring careful and ongoing monitoring.

The cooperation of all employees is essential for the success of this policy. However, ultimate responsibility for achieving the policy's objectives, and for ensuring compliance with the relevant Acts of Parliament as well as the various Codes of Practice, lies with the Anna Fiorentini Theatre & Film School. Behaviour or actions against the spirit and/or the letter of the laws on which this policy is based will be considered serious disciplinary matters, and may, in some cases, lead to dismissal.

This Equal Opportunities Policy was last reviewed in September 2020.