

Equal Opportunities in NAS Education Services Policy

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Purpose

The intention is to ensure equal opportunities for all people who use our services free from prejudice.

Scope

To ensure equal entitlement for all pupils/students/learners in NAS schools and colleges.

Equal Opportunities in NAS Education Services Policy (Concise Statement)

Equal opportunity for pupils/students/learners is central to effective education services throughout all aspects of school/college life including curriculum, organisation, staffing and management. Genuine equal opportunity will be promoted for all pupil/students/learners and positive steps taken to overcome any inequality.

The National Autistic Society will promote equal opportunities and strive to eliminate any discrimination, be it through racial, cultural, gender, disability, health, family status, age or other, and to promote equal opportunities and good relationships between all individuals. Education services will work with parents/carers, family and the community to follow and promote good practice and tackle any discrimination. Services will ensure they are inclusive, respecting the needs and any values that are important to any individual or their family as appropriate. It is every staff member's responsibility to ensure equal opportunities is an integral part of service delivery.

Due to the nature of the autism spectrum and other accompanying learning disabilities, particular attention will be focused on each individual's needs. This will allow all members of the school/college community the opportunity to develop to their full potential. All members of the school/college will be entitled to a balanced, broadly-based and relevant curriculum, with a wide range of achievements celebrated. Pupils/students/learners will be made to feel that they are valued, that their identity is respected and that their placement is a secure and welcoming environment.

Equal opportunities applies to all areas of school/college life, including classroom, corridor, playgrounds, canteen and staffroom and encompasses management meetings, parents meetings and such like.

The NAS advocates a whole school/college approach to equal opportunities, and aims to involve all members of the school/college community in its development and implementation.

Equal Opportunities in Education Services - Procedure

1. Good practice in the use of terminology and images is adhered to.
2. Resources are audited and purchased to reflect all groups positively.
3. Posters are printed in languages spoken in the community.
4. A translator or interpreter will be available for parents with regard to reports, annual reviews and meetings if required.
5. Reports will be typed in large print if necessary and support for people with hearing disabilities at meetings may be arranged.
6. Parents are encouraged to bring advocates with them to meetings.
7. Both parents in families who are divorced and separated are consulted in accordance with their divorce settlements and wishes.
8. Staff are trained in equal opportunities.
9. Services have an equal opportunities representative to monitor and improve practice.
10. All learners/pupils/students are treated with respect.
11. Access to a broad, balanced curriculum and high expectations are part of the equality of opportunities we offer our pupils/students/learners.

12. Schools/colleges place a high priority on the planning of transition and preparing pupils for adulthood.
13. Pride, respect and involvement in pupils/students/learners ethnic background, race and religion is practised. Dietary rules are followed, eating and dressing customs respected, a range of religious and cultural festivals are celebrated and family requests are followed.
14. There is a Sex Education programme and pupils/students/learners are supported in the development of sexuality – See Sex Education & Relationships Policy SO-0133.

Measure

External inspection including OFSTED, Education Scotland, LSC, CSCI, Autism Accreditation, Pupil and Student Survey, Care Inspectorate.

Equal Opportunities in NAS Education Services - Reference

Care Quality Commission
Care Standards Inspectorate for Wales
Care Inspectorate - Scotland
Race Relations Act 1976 & 2000 & 2003
Human Rights Act 1998
Department of Health
Education (Disability Strategies & Pupils Educational Records) Scotland Act 2002
Sex Discrimination Act 1975 (amended 1986 & 2008)
Sex Discrimination (Gender Reassignment) Regulations 1999
Disability Discrimination Act 1995
Equality Act 2010 Last updated June 2015
Children Act 1989
Children (Scotland) Act 1995
Children and Young People (Scotland) Act 2014
SEN Code of Practice
Education (Additional Support for Learning) (Scotland) Act 2004

Other relevant policies and guidance

Anti Bullying in schools and young peoples services Policy SO-0193
Anti Discrimination, Anti Harassment Policy SO-0231
Equal opportunities in Schools Policy SO-0240
Race Equality SO-0238
Adults Statement of Rights Policy SO-0252
Children Statement of Rights Policy SO-0254