



UHS Equal opportunity policy

The University High School is committed to offering an educational program, which develops the potential of all students regardless of gender, ethnicity, socio-economic background, abilities, age, or geographical location.

Objectives

1. To raise awareness of the particular needs of both girls and boys and those students from non-English speaking backgrounds and to provide a curriculum, which meets these needs.
2. To provide equal access to and participation in an inclusive and comprehensive curriculum.
3. To provide a supportive school environment, free from discrimination, bullying and harassment.
4. To provide equitable resource allocation.

Guidelines

1. All areas of the curriculum should present a view of modern society and history that values the experiences and backgrounds of all students.
2. All students will have the opportunity to investigate a wide range of career possibilities with special emphasis on non-traditional careers.
3. Gender-inclusive resources and learning strategies should be used in all classes.
4. Positive role models should be provided in all areas of the curriculum.
5. All students should have equal access to physical resources (equipment, space, materials), teacher time and all areas of learning.
6. The school works towards the elimination of sexism, racism, and bullying and sexual and racial harassment. Attitudes and behaviours, including language, which is sexist, racist, bullying or harassing will not be sanctioned.
7. The school's welfare and discipline policies combine a balanced attitude to the sexes and do not differentiate between them either in forms of discipline or the reasons for disciplining.

Strategies

1. Development of guidelines and strategies to promote practices which treat all students equally.
2. Development of specific programs to increase participation of students from non-English speaking backgrounds in all aspects of school life.
3. Provision of training and professional development for all members of the school community to help them eliminate sexism, bullying and racism.
4. Continuous review and evaluation of educational programs to ensure that all students, both girls and boys are included.
5. Ongoing development of Sexual and Racial Harassment Policies and Policies to assist in the elimination of Bullying. Ongoing development of related grievance procedures and their implementation in all cases of harassment.
6. Ensuring there is favourable gender balance in mixed classes. Where there is an unavoidable minority of girls in a class (eg. in electives), support/counselling should be provided as is necessary.
7. Development of a program to ensure that girls and boys have equal access to physical spaces and other resources (eg. Computers, sports equipment, etc.).
8. Continuing evaluation of resource allocation to ensure that it reflects the needs of all students.