

# Best Practice: How to uphold Equal Opportunities in schools

- Ensure all teachers/students have equal access to opportunities and participation.
- Ensure policies and procedures do not discriminate against anyone.
- Ensure all HR practices are merit-based, transparent in execution, unaffected by personal biases or favouritism, fair, and based on objective criteria.
- Apply the above principle in recruitment, deployment, promotion, selection for professional development, study leave, all forms of benefits, and managerial and leadership appointments, and all other areas of HR.
- Organise sensitisation workshops and meetings for teachers on EO.
- Promote the publication of articles and cases on EO in the media.
- Organise conferences and seminars on the subject.
- Perform drama and jingles on the EO theme.
- Ensure strict adherence to and oversight of the Code of Conduct.
- Apply inclusive and participatory teaching methods in schools to involve all.
- Organise all-inclusive sport activities in schools that consider teachers and pupils with disabilities.
- Engage teachers and pupils with disabilities in school activities and responsibilities.
- Ensure facilities are available in all schools for teachers and students with disabilities, such as ramps, special toilets, etc.
- Ensure learning materials do not discriminate against anyone and are adapted where necessary, e.g. large print or audio tape format.

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