

Equal Opportunities Policy

Date created	January 2019
Created by	Mrs H. McNeill
Review date	January 2022

1. Introduction

This policy needs to be read in conjunction with the following school policies:

Racial Equality, Inclusion Policy, Special Educational Policy, International Policy, Disability Equality Scheme, Medical Needs Policy, English as an Additional Language Policy, Looked After Children Policy, Recruitment & Selection Policy, Good Behaviour & Anti Bullying Policy.

2. Aims and Objectives

We do not discriminate against anyone, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins or sexual orientation. This policy is in line with legislation and covers all of the 'protected characteristics' as detailed in the Equality Act 2010. The protected characteristics are;

- Age
 - Disability
 - Gender reassignment
 - Marriage and Civil Partnerships
 - Pregnancy and Maternity
 - Race
 - Religion or Belief
 - Sex; and
 - Sexual Orientation
- We promote the principles of fairness and justice for all through the education that we provide in our schools.
 - We ensure that all pupils have equal access to the full range of educational opportunities provided by the schools.
 - We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.



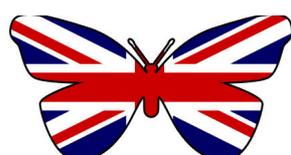
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

3. Anti-Discrimination

- It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the schools. We do not tolerate any forms of discrimination or discriminatory behaviour. Should a discriminatory incident occur, we would act immediately to prevent any repetition of the incident. All incidents are recorded using the Reporting Incidents of Discrimination Forms and Guidance Schools April 2009 and reported to the LA.
- We endeavour to make our school welcoming to all. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- Our curriculum is designed to promote and take every opportunity to include different cultures represented in the U.K. and from around the world.
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- Should anyone at our school be a victim of discrimination, we will do all we can to support that person in overcoming any difficulties they may experienced.
- Discriminatory incidents will include any such incidents related to:
 - Race
 - Disability
 - Gender
 - Sexual Orientation
 - Faith, Religion or Belief
 - Age

4. The Role of Governors

- The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school communities are treated fairly and with equality.
- The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our schools. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.



- The governors welcome all applications to join the schools, whatever background or disability a child may have
- The Governors maintain a Disability Equality Policy.
- The governing body ensures that no child is discriminated against whilst in our schools on any grounds. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the schools will deal with each case sensitively and with respect for the child's cultural traditions.

5. The Role of the Executive Headteacher

- It is the Executive Head teacher's role to implement the schools' equal opportunities and anti-racist policy and s/he is supported by the governing body in so doing.
- It is the Executive Head teacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- The Executive Head teacher ensures that all appointments panels give due regard to this policy, so that no one is discriminated against when it comes to employment or training opportunities.
- The Executive Head teacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the schools.
- The head teacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

6. The Role of the Class Teacher

- The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
- When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues.
- All our teachers challenge any incidents of prejudice or racism. We record any serious incidents and draw them to the attention of the Executive Head teacher. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.



7. Monitoring and Review

It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by requiring the Executive Headteacher to take into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils. Also by:

- Monitoring the staff appointment process, so that no-one applying for a post at our schools is discriminated against;
- Monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

