

## EQUAL OPPORTUNITIES POLICY

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### Aims

1. We aim to develop children's awareness of the diversity of the society in which we live and make the whole of their school experience equip children to develop positive attitudes towards a pluralistic society.
2. We aim to develop an inclusive and tolerant school community where everybody connected with the school discourages and challenges discrimination and harassment of any kind.

### Statements of principles

#### *Equal opportunities*

3. Discrimination on the basis of race, colour, culture, origin, religion, gender, sexual orientation, age, disability, socio-economic background and ability is unacceptable in our school.
4. Every person in school will be expected to contribute towards a happy and caring environment by showing respect for, and appreciation of, each other as individuals and avoid discrimination or harassment of any kind.
5. Our school will educate, develop and prepare children for life, whatever their creed, culture, colour, origin or ability.
6. All staff are expected to practise an equal opportunities philosophy.
7. We will promote the principles of fairness and justice for all through the education that we provide in our school.
8. We will ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

#### *Race equality*

9. Racial discrimination and racial harassment will be challenged whenever they occur.
10. As our school is not ethnically diverse, we are conscious of the need to celebrate cultural diversity, show respect for all minority groups and promote community cohesion.
11. We will endeavour to make the school a welcoming place for people from all ethnic and national groups.
12. We will ensure that all recruitment, employment, promotion and training systems are fair to all and provide equal opportunities for everyone.

#### *Disability*

13. The school will promote equality for disabled people by removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings.

14. The school will support disabled pupils to achieve their full potential by providing, where possible, appropriate assistance and care to enable them to participate fully in school life.

*Gender equality*

15. The school is committed to combating sex discrimination and sexism and promoting the equality of women and men.

16. The school will not tolerate sexual discrimination or harassment.

*Religion, religious beliefs and atheism*

17. The school will respect equally those with religious beliefs and those without, and will challenge discrimination against anybody for their particular beliefs.

18. The school recognises that a person's religious or similar beliefs may mean that they have different needs, demands and expectations, which require flexibility.

*Sexual orientation*

19. The school is committed to combating discrimination faced by anyone for their sexual orientation.

20. The school will respect the right of individuals to be open about their sexual orientation and will tackle homophobia.

*Age discrimination*

21. We believe that people of all ages have the right to equality of opportunity and are able to make a significant and valuable contribution to the school community.

22. The school will encourage people of all ages to work together harmoniously and will promote interaction between the generations.

**Leadership, management and governance**

23. All staff and governors will be proactive in promoting racial equality and good race relations and in tackling unlawful discrimination. This will be achieved through the inter-cultural dimensions planned into school assemblies and lessons, the school ethos in action and the wider curriculum.

24. Staff and governors will encourage, support and enable all pupils to achieve their best.

25. Staff and governors will create an environment which respects and values cultural, linguistic and religious differences.

26. The governing body is responsible for ensuring that the school fulfils its legal responsibilities and that the policy and its related procedures and strategies are implemented. The governing body will promote equality of opportunity and seek to eliminate discrimination and harassment in the school community.

27. The headteacher is responsible for implementing the policy, ensuring that all staff are aware of their responsibilities and given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination.

28. One member of staff will be responsible for co-ordinating racial equality work and dealing with reported incidents of racism and harassment. Other members of staff may be asked to take responsibility for work in relation to other aspects of equal opportunities.

## **Implementing the policy**

29. All staff are expected to deal with incidents of discrimination that may occur, know how to identify and challenge cultural bias and stereotyping, support pupils in their class for whom English is an additional language and incorporate principles of equality and diversity into all aspects of their work.

30. We will ensure that the principles above feature in all our practice, especially:

- Pupils' progress, attainment and assessment, including ethnic monitoring
- Behaviour, discipline and exclusions
- Teaching and learning
- Admissions and attendance
- The content of the curriculum
- Staff recruitment and professional development
- Partnership with parents and communities.

## **Monitoring and evaluation**

31. All incidents of alleged discrimination or harassment must be reported by staff or governors and recorded by the headteacher, together with the result of any investigation.

32. The headteacher will prepare a report annually for the governing body on the implementation of this policy. The report should contain:

- data on race, disability, gender, sexual orientation (if known), religion, age, disability and socio-economic background in relation to governors, staff (by grade) and pupils (including their progress)
- details of alleged incidents of discrimination or harassment during the year, together with the outcomes
- when necessary, recommendations to improve practice
- any specific objectives in relation to equal opportunities to be included in the school improvement plan.

33. The progress and targets of ethnic minority children and other children who may experience discrimination, harassment or lack of equal opportunity will be monitored on a termly basis and reported to the governing body.

## **What to do in the event of an incident (information for staff)**

34. In the first instance, the adult witnessing or becoming aware of an event involving a child or another adult should:

- make it clear that you believe something inappropriate may have taken place
- offer an appropriate level of support to any individual who may or may not be upset
- make a careful written record of the situation and what was said or what happened
- consult either the headteacher or assistant headteacher who will decide if the incident constitutes a breach of the school's policy, who will in turn decide what action should be taken.