

Equal Opportunities Policy



July 2019

Introduction

We are a school committed to excellence and want to ensure that all pupils, staff, families and stakeholders have equal opportunities and are treated fairly. Working in partnership with parents, we provide a happy, stimulating environment rooted in our school values of trust, respect, compassion and friendship. All are cared for and nurtured spiritually, morally, intellectually, physically, socially and emotionally. We are a school with high expectations for all and where all are valued as individuals.

This policy is intended to help to ensure that this school promotes the individuality of all children, staff and other stakeholders irrespective of special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability, (as defined by 2010 Equality Act).

This policy accords with legislation: The Equality Act 2010

Aims and Objectives

We do not discriminate against anyone, be they staff, pupil or parent/carer, on the grounds of ethnicity, religion, attainment, age, disability, sexuality, gender or background.

We treat all staff, pupils and parent/carers with respect and dignity.

We promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.

We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.

We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone.

We challenge prejudice views whenever they occur.

We value each pupils worth, we celebrate the individuality and cultural diversity of the community centred on our school and we show respect for all.

Racial Equality

We will:

- Strive to eliminate all forms of racism and racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial and ethnic groups

We endeavour to make our school welcoming to all ethnic groups. 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 school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures.

We promote an understanding of diverse cultures through the topics studied by the children and we reflect this in the displays of work shown around the school.

Our curriculum reflects the attitudes, values and respect that we have for the ethnic groups.

Disability Non-Discrimination

Some children or staff in our school may have or may develop disabilities. We are committed to meeting the needs of those in our care. The school fully meets the requirements of the disability component of the Equality act 2010.

All reasonable steps are taken to ensure that people with disabilities are not placed at a substantial disadvantage compared to those who are not disabled. The school is committed to providing an environment that allows disabled children full access to all areas of learning.

Teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or modify teaching materials, or offer alternative activities where children are unable to manipulate tools or equipment with advice from the OT.

The school will make reasonable adjustments for staff and children who may have disabilities compliant with the Disability component of the Equality Act 2010.

Gender Equality

We have put in place a number of measures to bring into equilibrium any imbalance between any groups that may arise from time to time. Eg: Boys writing project or addressing the low aspirations of girls in mathematics.

The Role of the Board of Directors

In this policy statement the Board of Directors, has set out its commitment to equal opportunities and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.

The Board of Directors analyses and evaluates a range of school data. We check that all pupils are making the best possible and that no group of pupils is underachieving. To do this we monitor:

- Admissions
- Attainment
- Exclusions

The Board of Directors and Head Teacher seek to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The Board take all reasonable steps to ensure that the school environment properly accommodates people with disabilities.

The Board of Directors and Head Teacher has a duty to secure, preserve and develop the character of the school. This duty is currently carried out in respect of employment under the powers accorded to the Governing Body by the School Standards and Framework Act 1998, Section 60.

The Board of Directors and Head Teacher welcome all applications to join the school, whatever background or disability a person may have.

The Board of Directors and Head Teacher ensure that no child is discriminated against whilst in our school on account of their gender, religion or race. If a child's religion has a bearing on school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

The Role of the Head Teacher

It is the Head Teacher's role to implement the school's policy on equal opportunities and they are supported by the Board of Directors and their committees in so doing.

It is the Head Teacher's role to make sure that all staff are aware of the school policy on equal opportunities and that teachers apply these guidelines fairly in all situations.

The Head Teacher ensures that all appointments panels give due regards to this policy.

The Head Teacher promotes the principle of equal opportunity when developing the curriculum and in providing opportunities for training.

In line with the school's Christian values, the Head Teacher promotes respect for other people in all aspects of school life; in collective Worship, for example, respect for other people is a regular theme, as it is also in displays around the school.

The Head Teacher views all incidents of unfair treatment and any racist incidents, with due concern.

The Role of the Class Teacher

Class teachers ensure that all pupils are treated fairly and with respect.

When selecting classroom material, teachers strive to provide resources which give positive images of equality.

All our teachers and support staff challenge any incidents of prejudice or racism. We report any incidents to the Head Teacher.

Incidents of a racial or homophobic nature are reported to the Headteacher.

Monitoring and Review

It is the responsibility of our Board of Directors, to monitor the effectiveness of this policy. The Governing Body will therefore:

- Monitor the progress of pupils from minority groups and disadvantaged groups, comparing it to the progress made by other pupils in the school
- Monitor the staff appointment process, so that no-one applying for a post at this school is discriminated against
- Take into serious consideration any complaints from parents, staff or pupils regarding equal opportunity
- Monitor the schools behaviour policy and the numbers of exclusions to make sure that pupils from minority groups are not unfairly treated