



EQUAL OPPORTUNITIES POLICY

Date of review: September 2022

Next review: September 2023

EQUAL OPPORTUNITIES POLICY

1 Aims and objectives

- 1.1. The school wholeheartedly supports the principle of equal opportunities and opposes all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, or sexual orientation, age, being married or disabled.
- 1.2 We promote the principles of fairness and justice for all through the education that we provide in our school.
- 1.3 We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 1.4 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.5 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.6 We challenge stereotyping and prejudice whenever it occurs.
- 1.7 We celebrate cultural diversity and show respect for all minority groups.
- 1.8 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.

2 The role of governors

- 2.1 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 community are treated fairly and with equality.
- 2.2 The Governing Body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities and has an updated access plan in place.
- 2.3 The Governing Body will, in the school's accessibility plan, make reference to arrangements for disabled pupils.
- 2.4 The governors welcome all applications to join the school, whatever background or disability a child may have.
- 2.5 The Governing Body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. 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 school will deal with each case sensitively and with respect for the child's cultural traditions.

3 The role of the headteacher

- 3.1 It is the headteacher's role to implement the school's equal opportunities policy and he is supported by the Governing Body in so doing.
- 3.2 It is the headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that staff apply these guidelines in all situations.
- 3.3 The headteacher 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.
- 3.4 The headteacher promotes the principle of equal opportunities 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 school.
- 3.5 The headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness. We have a zero tolerance approach to incidents relating to discrimination relating to race, sexual orientation or gender.

4 The role of staff

- 4.1 All staff ensure that all pupils are treated fairly, equally and with respect and do not discriminate against any child.
- 4.2 When selecting classroom resources, 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. Staff strive to provide resources that give positive images of ethnic minorities and that challenge stereotypical images of minority groups. We ensure our library books include a wide and diverse representation of people.
- 4.3 When designing schemes of work, staff use this policy to guide them, both in their choice of topics to study, and in how to approach sensitive issues. So, for example, history topics in our school include examples of the significant contributions women and black people have made to developments in this country's history and internationally. In geography topics staff will counter stereotypical images of Africa and Asia to show the true diversity in different parts of the world.
- 4.4 All staff challenge any incidents of prejudice or racism. The headteacher records incidents in a racist incident log. Any discriminatory incidents are logged as stage five behaviours within CPOMS.

5 Monitoring and review

- 5.1 It is the responsibility of the Governing Body to monitor the effectiveness of this policy. The Governing Body does this by:
 - monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
 - taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
 - monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.