



Sheepscombe Primary School



Equal Opportunities Policy

This policy was adopted at a meeting of:	Full Governors Meeting
Held on:	07/02/2017
Date to be reviewed	February 2021
Signed on behalf of the Governors:	<i>M Tallents</i>
Name of signatory:	Mr Mark Tallents
Signed by Head teacher	<i>H Pilkington</i>
Name of Head Teacher	Mrs Heather Pilkington



Aims

Equality of opportunity at Sheepscombe Primary School is about providing equality and excellence for all in order to promote the highest possible standards of achievement. Equality of opportunity applies to all members of the school community i.e. pupils, staff, governors, parents and community members. It underlies the school's values, ethos and aims.

We celebrate diversity and are committed to promoting equality of opportunity for all children, staff, parents, carers and other users of our site regardless of ethnicity, gender or disability. This Policy is in line with the recommendations of the Equality Act 2010.

Definitions

"Equality of opportunity" means that an individual, child's or employee's opportunities are not limited by prejudicial attitudes to their age, gender, beliefs, ethnicity, physical or mental abilities, social background or sexuality.

"Equality of opportunity" is not the same as equality of provision. Some students need more provision than others to ensure equality of opportunity.

"Staff" means all employees of the school teaching and non-teaching, and all involved in school.

'Protected characteristics' include nine groups specifically protected by equalities legislation. The nine groups are:

- Age
- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Marriage or Civil partnership
- Pregnancy and maturity

The organisation of children in the school by age is excluded from the Equality Act 2010 "Where schools are concerned, age will be a relevant characteristic in considering their duties in their role as an employer but not in relation to pupils."

The school's commitment to equal opportunities

To achieve the aims of this policy we will:

- Recognise the worth and needs of each individual.
- Provide opportunities for all children to succeed, irrespective of their gender, social background, ethnicity, physical and mental abilities, religion or belief, and sexuality, including those with gender reassignment.
- Foster positive attitudes to protected characteristics.
- Ensure that all children can develop self-esteem in an environment secure from prejudice.
- Recruit and appoint staff in accordance with the aims of the Equal Opportunities Policy.



- Commit ourselves [within budgetary constraints] to provide additional support for students to access learning activities where needed.
- Provide equality of access to resources, facilities and buildings for all staff, children and visitors where possible.
- Foster good relations between people who share a Protected Characteristic and people who do not share it.
- Prepare children for life in a diverse society.
- Recognise that diversity has a positive role to play within the school.
- Ensure that intolerant behaviour is always unacceptable. All the school policies reflect, where appropriate, a commitment to equal opportunities, including race equality.
- Effectively deal with bullying, racist incidents, racial harassment and prejudice.

The Governing Body will:

- Agree and publish an Equal Opportunities Policy, reviewed annually
- Ensure that all procedures in the recruitment, appointment and promotion of staff are in accordance with the aims of the Equal Opportunities Policy.
- Review the outcomes and implementations of their Equal Opportunities Policy on a biennial basis

The Headteacher will:

- Work in partnership with the governing body to ensure that the policy and related procedures and strategies are implemented.
- Ensure that all staff are aware of their responsibilities under the policy and are given support so that they can fulfil their responsibilities.
- Treat seriously all incidents of discrimination and take disciplinary action against staff or children who discriminate.
- Be responsible for reporting incidents of racism or racial harassment.

All staff will:

- Deal with racist and discriminatory incidents and know how to identify and challenge bias and stereotyping.
- Ensure that they do not discriminate against protected characteristics.

Teaching staff will:

- Ensure that children from protected characteristics groups have full access to the curriculum.
- Promote gender, racial equality and diversity through teaching and through relations with pupils, staff, parents and the wider community.
- Monitor teaching and curriculum developments to ensure high expectations of all children and appropriate breadth of content in relation to the school and the wider community.
- Challenge stereotypes and build pupil awareness so that they can detect bias and challenge discrimination.

Visitors and contractors will:

- Be aware of and comply with the school's equal opportunities policy where appropriate.



The Curriculum

All pupils must have access to the school's curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum must be balanced, objective and sensitive.

Language

The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families. Children and staff must feel that their language and dialect is valued. They should therefore be allowed to use their home language in school, but never use it to exclude others.

Resources

The school's aim is to provide for all pupils according to their individual needs. Whenever possible, staff must ensure that the resources used in all curriculum areas are multicultural and non-sexist, containing positive images of all groups. Variety should be evident in the morals, stories and information offered to children. Pupils should have access to accurate information about similarities and differences between cultural groups.

Admissions and attendance

The school follows the LA's Admission Policy.

Staff recruitment and professional development

The school values diversity amongst the staff. In all staff appointments, the best candidate will be appointed, based on strict professional criteria. There will be no discrimination relating to age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership or pregnancy and maternity.