

## **Equal Opportunities Policy**

### **1. Aims and Objectives**

- 1.1** We do not discriminate against anyone, be they staff or student, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the 2001 Race Relations Act and covers both direct and indirect discrimination.
- 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 students 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 the cultural diversity of our community 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. Anti-racism**

- 2.1** It is the right of all students 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 would act immediately to prevent any repetition of the incident.
- 2.2** We endeavour to make our school welcoming to all minority groups. So, for example, we will immediately remove any offensive graffiti that we may find in school. We promote an understanding of different cultures through the topics studied by the students, and we reflect this in the displays of work shown around the school.
- 2.3** Our curriculum reflects the attitudes, values and respect that we have for minority ethnic group

### **3. The Role of the Senior Leadership Team**

- 3.1** The senior leadership team 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.
- 3.2** The education committee seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The education committee takes all reasonable steps to ensure that the school environment gives access to people with disabilities.
- 3.4** The education committee welcomes all applications to join the school, whatever background or disability a student may have (**see also SEN policy**).
- 3.5** The education committee ensures that no student is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all students have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls.

### **4. The Role of the Executive Headteacher and Head Of Education**

- 4.1** It is the Executive Headteacher's and Head Of Education's role to implement the school's equal opportunities and anti-racist policy and s/he is supported by the Education Director in so doing.
- 4.2** It is their 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.
- 4.3** The Executive Headteacher and Head Of Education ensure 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.
- 4.4** The Executive Headteacher and Head Of Education promote the principle of equal opportunity when developing the curriculum and promotes respect for other people in all aspects of school life.
- 4.5** The Executive Headteacher and Head Of Education treats all incidents of unfair treatment and any racist incidents with due seriousness.

## **5. The Role of the Lead Teacher/Teaching Assistant**

- 5.1** The lead teacher/teaching assistant ensures that all students are treated fairly, equally and with respect. We do not discriminate against any student.
- 5.2** When selecting classroom material, lead teacher/teaching assistant pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Lead teacher/teaching assistant strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
- 5.3** 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.
- 5.4** All our lead teacher/teaching assistant challenge any incidents of prejudice or racism. We record any serious incidents and draw them to the attention of the Headteacher. Lead teacher/teaching assistant support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

## **6. Monitoring and Review**

- 6.1** It is the responsibility of the education Director to monitor the effectiveness of this Equal Opportunities policy. The Education Director does this by requiring the Executive Headteacher and Head Of Education to take into serious consideration any complaints regarding equal opportunity issues from parents, staff or students. Also by:
- Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
  - Monitoring the school behaviour and exclusions policy, so those students from minority groups are not unfairly treated.

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### **Policy review**

This policy document will be reviewed by the Executive Headteacher and Head Of Education on an annual basis to ensure it is up to date with current legislation and best practice.

Date approved: March 2016

Date last reviewed: September 2022

Next review (or before): September 2023

Signed: 

Position: Education Director

## **Staff Acknowledgement**

In signing this document I am confirming I have read the information and have an understanding of the procedures outlined within the information provided.

I have had the opportunity to discuss this document with a Senior Leadership member of staff to gain further clarity.

I also know that if I feel I need further guidance I know I can access through the Executive Headteacher and Head Of Education.

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Staff member name:

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Staff member name:

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