

MANEY HILL PRIMARY SCHOOL



EQUAL OPPORTUNITIES POLICY

Reviewed by Staff:	October 2021
Governor Ratification Date:	November 2021
Next Review Date:	October 2024

Equal Opportunities Policy

Aims

Maney Hill Primary School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic (see Appendix 1) and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

Roles and Responsibilities

All school staff

- Promote equal opportunities
- Raise the achievement of all pupils
- Be aware of the key elements of this policy and incorporate this into their own practice
- Encourage pupils to know that equal opportunities apply to them all

Senior Leadership Team

- Ensure policy is part of the induction process for all new staff
- Ensure all staff receive refresher training annually

Governing Body

- The Head Teacher will take overall responsibility for implementing this policy with the support of the Governing Body
- They will ensure that all appointment panels give due regard to this policy, and promote the principle of equal opportunities when developing the curriculum and providing training opportunities
- Be aware of the key elements of this policy and incorporate this into their own practice

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act 2010, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people who are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities
- Developing and understanding of diversity and the benefits it can have

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any further issues which could affect our own pupils

Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting our school values of respect, team work, ambition, responsibility, adaptability and resilience
- Promoting tolerance and understanding of a range of religions and cultures through our Religious Education objectives. Staff will develop children's understanding and appreciation for diversity
- Teaching healthy relationships and friendships through our Relationships, Sex and Health Education objectives
- Holding assemblies which address different religions and reinforce the importance of our school values

- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, the incident will be investigated and appropriate action will be taken.

Our pupils are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Eager to reach their full potential
- Inclusive

The school's employees will not:

- Discriminate against any member of the school community
- Treat other members of the school community unfairly

The school's employee's will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example.

Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- age
- disability
- gender reassignment
- marital or civil partner status
- pregnancy or maternity
- race
- religion or belief
- sex
- sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Equality Objectives

1. To foster good relations between people who share a protected characteristic and those who do not. All staff to promote healthy friendships and record any incidents of prejudice-related bullying.
2. To challenge any inappropriate language and behaviour amongst any group within the school and community, taking any opportunity to educate.
3. Further improve the quality of our Relationships, Sex and Health Education so that it better supports the diversity of experience of our school community to a) celebrate difference and b) support the emotional wellbeing of all our pupils.
4. To work together to provide high quality teaching and learning and personalised support for all children with SEND.

Monitoring and Review

The school will monitor the impact of this policy on pupils, parents and staff. In particular, the Head Teacher will monitor the success in achieving the objectives set out in this policy and report back to governors. Equality objectives will be reviewed at least once every four years.

APPENDIX 1

Protected characteristics

It is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity