



ST EGWIN'S C.E. MIDDLE SCHOOL

Equal Opportunities Policy

Approved October 2021
Next Review September 2022

Headteacher *ND Pull*
Chair of Governors *P.A. Paterson.*

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1. Statutory Overview

The Equality Act 2010 <https://www.gov.uk/guidance/equality-act-2010-guidance> brings together all the legal requirements on equality that the private, public and voluntary sectors need to follow. It affects equality law at work and in delivery all kinds of services and in the context of this policy in all aspects of the provision of an education.

Whether at work as an employee or in using a service, the message (or purpose) of the Act is that everyone has the right to be treated fairly at work and when using services.

The Act protects people from discrimination on the basis of the following characteristics:

- Age
- Disability
- Gender identity/reassignment
- Marriage or Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex (gender)
- Sexual orientation

By definition, unlawful discrimination occurs when one person receives less favourable treatment because of their having one or more protective characteristic.

Equality of opportunity is a fundamental aspect of the ethos of St Egwin's Middle School. It is the responsibility of the Governing Body, Headteacher and all staff/personnel involved in the school to provide leadership in the development and implementation of effective policies to promote equality of opportunity.

In most cases, the nature of less favourable treatment will be clear and common sense will dictate the necessary action to take.

Where doubt exists, then reference should be made to the Headteacher and, if necessary, to the Governing Body.

The law is extensive and complex especially when the implications of the Human Rights Act also feature in considerations. Accordingly, the Headteacher will provide general guidance on matters which require clarification whilst ensuring professional guidance is sought when specific reference is needed to the Equality Act 2010 and other relevant legislation.

2. Purpose

We aim to ensure that every pupil and member of staff is given an equal opportunity to achieve their full potential. In addition, each individual is entitled to learn, teach or work in a supportive environment and to benefit from the diversity of our school community by our commitment to:

- Equal access and treatment for everyone
- Being responsive to changing needs
- Educating and informing children, staff and parents about the issues in this policy
- Avoiding prejudice
- Promoting mutual respect, regardless of differences

- Working to an agreed code of conduct which can be modified, monitored and evaluated in accordance with current best practice in the area of equal opportunities

By doing this, our aim is to have a zero incidence of, and tolerance for, discriminatory behaviour. The school should exude a confident, progressive approach to the aims set out in this policy, actively demonstrating the benefits of mixed contributions and teamwork.

3. Objectives

- To promote a positive self-image in all children and to respect their individuality, providing for all pupils according to their needs
- To ensure equality of opportunity permeates the whole curriculum and ethos of the school
- In delivering the curriculum, to ensure it contains non-stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture or religion
- To ensure that the organisation of the school is sensitive to the needs of all
- To acknowledge the richness and diversity of British society and to help prepare children for their part in that society with multicultural and non-sexist views
- To develop a positive attitude to equal opportunity by all who participate in the school.

4. Good Practice/Strategies

- An 'open door' policy for all
- Job vacancies will be widely advertised to promote a diversity of candidates.
- All members of the school community given the necessary training, guidance and information to enable them to support promoting equalities and meeting the requirements of the Equality Act.
- Staff will continue to use examples in their teaching to demonstrate the benefits of a mixed society and the contributions made to our history by individuals of all genders, races, age groups, etc.
- To review the curriculum, seeking opportunities to address the issues of equal opportunities being aware of, and challenging, bias and stereotypical viewpoints
- Contributions will be sought other agencies to enrich teaching, learning and the curriculum
- Children, parents and staff will be given equal treatment, equal opportunity to voice their opinions
- Equal access to resources and access to the curriculum
- Teaching material and other forms of communication are reviewed on a regular basis to ensure compliance with this policy
- Positive action, especially by pupils, will continue to be rewarded and made known to the wider school community
- Assembly/PSHCE/Form Time sessions will reinforce good behaviour in the area of equal opportunities
- Equality and equal opportunity issues referenced teaching & learning and create an environment in which cooperation and acceptance is central
- Instances of discrimination logged on CPOMS, reported appropriately and dealt with accordingly in line with the Behaviour Policy

5. Monitoring & Reviewing

The statutory requirements of this policy will be monitored by regular analysis of the data and information on:

- Attainment and Progress
- Attendance
- Exclusions
- EduLink & behaviour
- Staff, parents' and pupils' questionnaires.

If necessary, appropriate positive steps will be taken to eliminate unlawful direct and indirect discrimination where necessary.

This policy will be reviewed on an annual basis.