



## **Equal Opportunities Policy**

**Date of review: February 2014**

## **1. Aims and Objectives**

- 1.1. We do not discriminate against anyone, be they staff, pupil, parent or visitor to school, on the grounds of their gender, gender reassignment, disability, sexual orientation, belief, age, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 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 pupils have fair access to the full range of educational opportunities provided by the school.
- 1.4. We 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 wherever 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 can be 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.
- 1.9. As a Hertfordshire County Council community school we fully endorse the equal opportunities policies and practices of the local authority and incorporate these fully into our own policy.

## **2. Anti-racism**

- 2.1. It is the right of all pupils 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 will act immediately to prevent any repetition of the incident.
- 2.2. We promote an understanding of different cultures through the topics studied by the children, 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 groups.
- 2.4. Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have. Ref: Anti-racism policy, Anti-bullying policy.

### **3. The role of governors**

- 3.1. 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.
- 3.2. The governing body seeks to ensure that nobody is discriminated against when applying for jobs at our school, regardless of gender, race, religion, nationality, ethnic origin or disability.
- 3.3. The governing body will report annually on arrangements for disabled pupils.
- 3.4. The governors welcome all applications to join the school, whatever background or disability a child may have.
- 3.5. The governing body ensures that no child is discriminated against whilst in our school.

### **4. The role of the Headteacher**

- 4.1. It is the headteacher's role to implement the school's equal opportunities policy.
- 4.2. It is the headteacher's 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 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.
- 4.4. 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.
- 4.5. The headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness. Ref. Anti-racism policy.

### **5. The role of the staff**

- 5.1. The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 5.2. When selecting classroom material, staff pay due regard to the sensitivities of all members of the class and do not provide material that is or may be perceived to be racist or sexist in nature. Staff strive to provide materials that give positive images of ethnic minorities and that challenges stereotypical image 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. So, for example, history topics in our school include examples of the significant contributions women have made to development in this country's history; in geography topics the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.
- 5.4. All our staff challenge any incidents of prejudice or racism. We record any serious incidents in the school log book, which is stored in the deputy head's room, and draw them to the attention of the headteacher.

5.5. Teachers 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 our governing body to monitor the effectiveness of this Equal Opportunities Policy. The governing body does this by:

- Monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school.
- Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- Requiring the headteacher to report to governors on an annual basis on the effectiveness of this policy;
- 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.