



EQUAL OPPORTUNITIES POLICY

November 2020

POLICY No.38

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LEAD: Deb Rattley

GOVERNOR RESPONSIBLE: Governing Body

Equal Opportunities Policy

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Chadsgrove School

Equal Opportunities Policy

Policy Rationale:

Chadsgrove School seeks to create a supportive environment which is free from discrimination and which encourages all pupils and staff to participate fully in the life of the school.

Equal Opportunities is about helping everyone involved in Chadsgrove School to have the opportunity to take a full and active role in the school regardless of any reason, including but not limited to:

- Sex/gender
- Religion or belief
- Ability
- Disability
- Age
- Marital status
- Responsibility for dependants
- Race
- Colour
- Class
- Nationality
- Ethnicity
- Cultural identity or lifestyle
- Financial status
- Sexual orientation
- Pregnancy and maternity

Aims:

Chadsgrove School will:

- Promote the concept of equality of opportunity throughout the school both for pupils, staff, parent carers, Governors and the wider community
- Seek to develop an understanding of human equality and equal opportunities
- Promote an awareness and respect regarding the diversity of cultures in our society and the world at large
- Make available all relevant policies to pupils, staff, Governors and all other agencies with which the school has dealings
- Implement, monitor and review the policy as agreed
- Be mindful of legal requirements and codes of conduct
- Appoint a member of staff to be responsible for monitoring the above

Legal Framework:

The following legislation applies to all:

- Prevention from Harassment Act 1997
- Human Rights Act 1998
- Special Educational Needs and Disability Act 2001
- Equality Act 2010
- SEN Code of Practice 2015
- Children and Families Act 2014

(NB This policy should be read in conjunction with the school's policy on Racial Harassment)

Implementation of Policy:

Pupils:

- Pupils should be valued and respected as individuals
- Pupil grouping should be with reference to individual needs or age
- Pupil gender should not be used for registration or organisational purposes

Staff:

- Staff should know that they are valued and that their roles are of equal worth
- Staff should have annual professional development interviews and opportunities to develop professionally
- Staff should ensure that all pupils are valued equally as individuals and foster self-esteem among all
- Staff should endeavour to relate positively to the cultural diversity of British society and the world community
- The provisions of this policy extend to the consideration of job applications and selection processes and apply to prospective employees as well as current staff

Parent Carers and Visitors:

- All parent/carers and visitors should be treated with respect and understanding
- Additional needs regarding access, sensory loss or language etc. should be given due consideration

Governors:

- All Governors should have a copy of the Equal Opportunities Policy
- The Governing Body shall support all initiatives regarding the full implementation of this policy

Curriculum:

- The school curriculum should be broad, balanced and relevant to all pupils
- Varied teaching styles should be incorporated to suit pupils' learning styles
- All pupils should have equal opportunity and choice of extra-curricular activities
- All pupils should be offered a range and choice of appropriate leisure activities

- All pupils will be supported to understand the full range of options available to them for their transition from school
- Discrimination or stereotyping should be challenged in all areas of the curriculum
- The curriculum should recognise that some pupils do not have English as their first language and value this contribution towards learning

Environment:

- The school environment should provide positive images and role models in displays which reflect the experiences and background of all children in a multi-cultural society
- The school's physical environment should allow full access regardless of disability

Rewards and Sanctions:

- The Headteacher has ultimate responsibility for the implementation of equal opportunities within school and that should be understood by pupils, staff, parent carers and Governors
- All staff are responsible for following the Equal Opportunities Policy and the reporting of any incidents of unequal treatment of individuals to the appropriate member of the Senior Leadership Team
- When dealing with any such problems staff should deal fairly with the situations presented to them
- Good behaviour and effort should systematically be recognised and celebrated throughout the school

Procedure for Issues Relating to Discrimination:

- Any individual who wishes to raise a complaint regarding discrimination should report these through the School's Complaints Procedure or Grievance Procedure

Further References and Information:

- Chadsgrove School 'Policy on Racial Harassment'
- School Policy on Charging for Educational Activities
- School Complaints Procedure
- Grievance Procedure

Evaluation:

The context in which the above policy operates and/or the area of the curriculum to which it applies, demand that the policy is reviewed at suitable intervals.