

“a church school for the whole community”



Pulford V. A. Lower School

November 2015

EQUAL OPPORTUNITIES POLICY

Aim:

This is a Church of England school and, in common with all church schools, aims to provide the best possible education for each of its pupils, within the context of a caring Christian community. A fundamental principle underlying all our activity in school is equality and opportunity: all children, regardless of their gender, ethnicity, disability, sexual identity or religious affiliation, should be given equal access to the full range of the curriculum in school, such that they can achieve their potential to the full. The school welcomes its duties under the Equality Act 2010.

We Aim:

1. To promote understanding of the principles and practices of equality and justice, that all learners are of equal value.
2. To identify and remove discriminatory practices and procedures, including covert discrimination, harassment, offensive behaviour, physical and verbal bullying (see Appendix 1 Glossary of Terms).
3. To redress the effects of inequality and injustice by encouraging the participation of everyone.
4. To appreciate the value of difference.
5. To foster positive attitudes and values and relationships, and a shared sense of cohesion and belonging.
6. To develop effective employment practices in respect of all employees and potential workforce.
7. To reduce and remove inequalities and barriers that may already exist between pupils.
8. To consult and involve widely through parent think tanks and at staff and governor level.

Admissions: The Governors draw up an admissions policy each year which, whilst acknowledging the school’s Christian heritage, does not discriminate against a pupil who is offered admission; the terms on which that offer is made ; or, by not admitting a pupil upon any grounds other than those outlined in the admissions policy. The Governors understand their duties to make reasonable adjustments for pupils and not to victimise any pupil in the way it provides education (see section 85 of the Equality Act). The Governors understand that pupils should not be victimised for the conduct of the parents/carers. The governors have an accessibility plan which is updated every three years (schedule 10 of the Equality Act).

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Organisation:

Pupils are encouraged to line up and work in mixed groups.

Curriculum:

Access to all aspects of educational provision is ensured irrespective of religion, race, sex or disability.

Resources are reviewed and evaluated for bias, including play materials, construction kits and language activities.

Pupils work together in mixed sex groups. If a child is subject to discrimination, the Head teacher is informed and consideration will be given to involving parents.

Rewards and Responsibilities:

Representative proportions of girls/boys are rewarded/praised publicly/privately.

Pupils are rewarded in the same way.

Pupils are, regardless of gender or ethnicity, disciplined for the same offences in the same way.

Staff

The School values diversity amongst the staff. Potential staff members are assessed according to his or her personal capability to carry out a given job.

The School will not discriminate against any person with regard to Recruitment, Performance Management, training or promotion in relation to gender, age, ethnicity, sexual orientation, disability, or cultural background. Members of interview panels will include 1 or more members who have had Safer Recruitment training.

The School operate a flexible family approach where the school is sympathetic to the needs of staff.

The School will have regard for the provisions of the Sex Discrimination Act when selecting and interviewing candidates. The interviewers will not ask applicants for information about their marital status, children, domestic obligations, family intentions or marriage plans as these could be construed as showing bias.

Potential employees will be asked to complete a form to monitor equal opportunities; this will not be used in any part of the selection process.

In the case of grievance and disciplinary procedures, no staff member shall be discriminated against or victimised on the grounds of gender or marital status. The Head teacher and the Governing Body shall exercise care so that members of one sex are not disciplined or dismissed for performance or behaviour, which would be overlooked or condoned in the other sex.

Sexual harassment is not tolerated and any incidents will be reported to the Head

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teacher in the first instance and recorded. The victim shall receive support from the Head teacher or the Governing Body whichever is appropriate.

Staff members applying for a Leave of Absence, maternity or paternity shall be given equal opportunity to do so according to the School's Leave of Absence Policy and the current School Teachers Pay and Conditions recommendations. The Head teacher and Governing Body shall have regard to both documents when making their decisions.

All staff are expected to: promote an inclusive and collaborative ethos in the classroom; deal with any prejudice-related incidents that may occur; plan and deliver curricula and lessons that reflect the ethos of the school; support pupils in their class for whom English is an additional language.

Parents:

Parents and the community are welcomed in to the school as partners.
Parents are made aware of the school Discipline & Behaviour policy.
Issues of equal opportunities are discussed in staff and governors meetings.

Monitoring

Monitoring is necessary to evaluate the effectiveness or otherwise of the School's Equal Opportunities Policy. It is a continuous process through recruitment and Performance Management.

Roles and responsibilities

The SLT has attended PREVENT training which is cascaded to staff.

The governing body is responsible for ensuring that the school complies with legislation and that this policy and its related procedures and plans are implemented.

This policy needs to read in conjunction with the following policies: disability equality; racial equality; anti-bullying; safeguarding; appraising teachers' performance; Policy for dealing with racist incidents; behaviour and discipline; medical; Learning support.

Policy endorsed by the Governing Body on

SignedChair of the Governing Body

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Equal opportunities

All young people will be treated equally, regardless of race, creed or gender.

The policy will be applied regardless of culture, faith or belief.

APPENDIX 1

GLOSSARY OF TERMS

Covert Discrimination

It is evident in those assumptions, beliefs and values, acquired over a period of time, which affect people's instinctive responses

Harassment

Hostile, derogatory, hurtful insulting and generally negative remarks or jokes are made about a person. In some cases, the abuse can take the form of, or include physical attack upon the victim, and include graffiti and literature.

Sexual Harassment

Unwanted conduct of a sexual nature or other conduct, affecting the dignity of women and men at work.

Repeated and unwanted verbal or sexual advances, sexually explicit derogatory statements or sexually discriminating remarks made by someone which are offensive, which cause the person to feel threatened, humiliated, patronised or harassed, or which interferes with their performance at school, undermine job security or create a threatening or intimidating environment.

Offensive Behaviour

This may include sexist jokes, physical or mental abuse, graffiti, posters, literature, shunning minority employees, violence and threats of violence.

Bullying

To browbeat, persecute, physically, verbally or morally another person.

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