

## Thomas Russell Infants' School Equal Opportunities Policy

We are committed to ensuring equal opportunities for all adhering to the Equality Act (2010) and the Public sector duty to:

1. Eliminate unlawful discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics - between people who share a protected characteristic and people who do not share it.

The **9 Protected Characteristics** are as follows:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

### **1. EQUAL OPPORTUNITIES FOR PUPILS**

- We promote the principles of fairness and justice for all through the education that we provide in our school.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community.
- We are aware that prejudice and stereotyping is 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.

### **3. THE ROLE OF GOVERNORS**

- 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.
- The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take

all reasonable steps to ensure that the school environment gives access to people with disabilities.

- The governing body will, in its annual report, make reference to arrangements for disabled pupils.
- The governors welcome all applications to join the school, whatever background or disability a child may have, subject to the physical limitations that our school imposes that are referred to in the Disability Access Plan.
- The governing body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race.

#### **4. THE ROLE OF THE HEAD TEACHER**

- It is the Head Teacher's role to implement the school's equal opportunities and Race Equality policy and s/he is supported by the governing body in so doing.
- It is the head teacher'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.
- The head teacher 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.
- The head teacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life.

#### **5. THE ROLE OF THE CLASS TEACHER**

- The class teacher ensures that all pupils are treated fairly, equally and with respect. Equal Opportunities Policy When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class.
- All staff challenge any incidents of prejudice or racism. We record any serious incidents and draw them to the attention of the head teacher.

## **6. EQUAL OPPORTUNITIES WITH REGARDS TO APPOINTMENTS**

- The Head and Personnel committee will promote and implement best practice in recruitment and selection procedures.
- For all posts there will be a written job description and clearly related to it, a person specification. All short listing and interviewing will be strictly according to the criteria in the person specification.
- The school supports the LEA's equal opportunities policy and shall not be biased in terms of gender, age, ethnicity or disability when short-listing and interviewing.
- Written records shall be maintained to show reasons for decisions made at short listing and interviews.
- Governors and/or members of staff involved in the short listing and interviews shall have opportunity to receive training on recruitment and selection as/when appropriate. We must have at least 2 trained at NCSL Safeguarding level.
- When a vacancy arises a review of staff profiles shall be considered to identify appropriate staffing needs of the school.

## **7. EQUAL OPPORTUNITIES IN THE WORK PLACE**

- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- With reference to recruitment, employment, promotion and training systems, every effort shall be made to ensure an environment of equal opportunity for all, without prejudice or harassment.
- School adheres to this in line with statutory duties and LEA guidelines.
- Any perceptions and experiences of discrimination and harassment shall be taken seriously and acted upon appropriately. Support materials for victims, special training, counselling and current development opportunities shall be made available as/or when appropriate.
- Everyone at school shall be made aware of this policy and efforts are made to ensure that professional development programmes reflect the needs of all staff regardless of ethnicity, gender or disability.
- Religious obligations and cultural commitments and customs which staff may have, for example to do with dress, diet, fasting, prayer times and festivals, shall be respected and honoured, in line with LEA advice.
- Ethnic, religious and cultural diversity shall be acknowledged and respected in every day conversation and organisational structure.

- Comments, jokes or language shall be routinely challenged if discriminatory against the above list.
- Visual environment, (pictures) etc. shall reflect ethnic and cultural diversity and the interests of male and female.
- Access is available for any person with physical disabilities to appropriate meeting places and facilities.
- The informal organisational culture shall be inclusive of the interest of all within the school.
- All documentation on equal opportunities shall have clear and explicit support.
- The documentation shall refer to all three equalities areas - race, gender and disability.
- All curriculum guidelines shall refer to equality issues.
- Any incidents of inequality are reported to the Headteacher. A written report, including statements from the victim, those accused and any witnesses, is drawn up and a copy forwarded to the LA.
- Equal Opportunities Policy

## **7. MONITORING AND REVIEW**

- It is the responsibility of our governing body to monitor the effectiveness of this Equal
- Opportunities policy. The governing body does this by requiring the Headteacher to take into serious consideration, any complaints regarding equal opportunity issues from parents, staff or pupils and receiving termly reports outlining any incidents.
- Governors will monitor equality for all during their visits to school and discussions with staff.
- The above form the school's Equal Opportunities Policy supported by the Inclusion Policy, the Special Education Needs Policy and the Racial Equality Policy.
- They are in line with statutory requirements laid out in the Race Relations (Amendment) Act 2000, the 2001 SEN and Disability Act and the Disability Discrimination Act 2002 and Age Discrimination Act 2001

Reviewed: October 2015

Next review: October 2016