



EQUAL OPPORTUNITIES POLICY

All staff working in our school share a responsibility for promoting and safeguarding the welfare of the children with whom they come into contact

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AIMS STATEMENT

ALVESTON CofE PRIMARY SCHOOL SEEKS TO BE A PLACE WHERE:

- All children are given the opportunity to reach their full potential intellectually, socially, physically, creatively, emotionally and spiritually in a supportive, safe and stimulating atmosphere
- Qualities of responsibility, tolerance, self-discipline and independence are developed
- All children are encouraged to be members of a caring Christian community with positive views of their fellow human beings

LEGAL DUTIES

We welcome our duties under the Equality Act 2010, which are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. These ***protected characteristics*** are:

- age (for employees, not for service provision)
- disability
- race
- gender
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual identity
- marriage and civil partnership (for employees)



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In order to meet the general duties listed above, the law requires us to demonstrate how we meet the general duties by:

- Publishing equality information, to demonstrate compliance with the general duty across its functions
- Publishing no information that can specifically identify any individual child or adult
- Preparing and publishing equality objectives

To do this, data related to the protected characteristics above will be collected and analysed in order to determine focus for equality objectives. The data will be assessed across our core provisions as a school in order to ensure that equality is applied to the services listed below:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

UNLAWFUL BEHAVIOUR

The Act defines four kinds of unlawful behaviour:

- *Direct discrimination* – less favourable treatment because of a protected characteristic.
- *Indirect discrimination* – a provision, criterion or practice that is applied generally but has the effect of putting people with a particular characteristic at a disadvantage when compared to people without that characteristic.
- *Harassment* – unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.



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- *Victimisation* – Treating a person less favourably than they otherwise would have been because of something they have done in connection with The Act.

Addressing Prejudice Related Incidents

Alveston School is opposed to all forms of prejudice and recognises that children who experience any form of prejudice related discrimination may fare less well in the education system. Both pupils and staff are provided with an awareness of the impact of prejudice in order to prevent any incidents. If incidents occur they are addressed immediately. If incidents continue to occur, they will be reported to the Local Authority using their guidance material. The Local Authority may provide some support.

CORE STATEMENTS

In fulfilling legal obligations, the school will be guided by seven core statements:

- 1: All learners are of equal value
- 2: Diversity is recognised, welcomed and respected
- 3: Positive attitudes and relationships are fostered, together with a shared sense of belonging
- 4: Good equalities practice, including staff recruitment, retention and development are observed
- 5: Any existing inequalities and barriers should be reduced and removed
- 6: Wider consultation and involvement will be sought
- 7: Society as a whole may benefit from the school's good practices



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RESPONSIBILITY

Promoting Equality is the responsibility of everyone in the school community.

| School Community | Responsibility |
|-------------------------------|---|
| Governing Body | Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. The Governing Body will also agree the Equality Statement and objectives. |
| Headteacher | As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the whole school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. |
| Senior Management Team | To support the Head as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. |
| Teaching Staff | Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record and report prejudice related incidents. |

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| School Community | Responsibility |
|--------------------------------|---|
| Non Teaching Staff | Support the school and the Governing Body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record and report prejudice related incidents. |
| Parents | Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all. |
| Pupils | Support the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated. |
| Local Community Members | Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all. |

The school community will be made aware of the Equality & Diversity Statement and our published equality information and objectives through the school's newsletters and website.

Monitor and Review

Every three years, the school will review its objectives in relation to any changes in the school profile. Objectives will sit in the overall learning improvement plan and therefore will be reviewed as part of this process.

Signed: Headteacher _____ Date _____

Chair of Governors _____ Date _____

Next Review Date: September 2019