



Twineham CofE School

Nurture Togetheress Resilience Creativity



EQUAL OPPORTUNITIES POLICY

At Twineham Church of England School we believe that everyone is a gift and everyone is gifted. Our school values of nurture, togetherness, resilience and creativity underpin our daily lives as we strive to find the best in everyone without barriers, preconceptions or inequalities. Our equality objectives are updated every year and are displayed on our school website.

The Equality Act 2010 protects everyone in Britain and covers 7 protected characteristics: age, disability, gender reassignment, pregnancy or maternity, race, religion or belief, sex or sexual orientation. For further details please visit <https://www.gov.uk/guidance/equality-act-2010-guidance>.

Our policy refers to all members of our school community. Through the implementation of this policy we will ensure that every adult, child or young person will have access to the necessary support required to enable them to reach their highest potential and that the school's procedures for management of staffing, learning and behaviour are fair, effective and equitable.

To do this, the school's leadership will, in the cycle of monitoring and self-evaluation, highlight possible and actual inequalities in standards, provision and leadership and management, investigate why they take place and remove any unfairness and disadvantage.

The objectives drawn up should be specific, measurable and realistic with accountability and timescales made clear. We will take action to ensure that, where possible, the adults and volunteers (including governors) working in our school reflect the diversity of the communities that the school serves.

The school also recognises:

- that some people present negative attitudes, stereotypes and myths that can lead to people becoming socially and economically disadvantaged, excluded or marginalised
- that some members of our society have stereotypes for both women and men and both can lose opportunities because of these stereotypes
- that people can face discrimination because of the attitudes of some parts of society towards the faith communities to which they belong
- the need to protect staff and learners from unlawful discrimination and harassment on the grounds of sex, sexual orientation or gender reassignment
- that all forms of bullying and discrimination are unacceptable and will not be tolerated
- that community cohesion is a process that should take place in all communities to ensure that different groups and individuals work and get on well together.

In promoting equality we are committed to:

- challenging stereotypes and prejudice within and beyond the school
- acquiring or managing resources to guarantee effective implementation of this policy
- making the whole school environment welcoming to all
- spreading expertise among the staff
- providing opportunities for all adults and children to learn and to establish strong and positive relationships with their peers
- establish and maintain links between the school and its local and wider communities.

Children, parents, carers, staff, governors and other stakeholders from the school community have been consulted when drawing up this policy and will continue to be involved in its review and evaluation. We have made links with three organisations that promote a positive image of disability amongst young people - *Enable Me, Just Different and Disability UK*.

The context of our school

The context of our school is outlined in the School Evaluation Form (SEF). The staff and governors are committed to make reasonable adjustments to equality objectives as our intake and community changes. Distinctive features of our school or significant partnerships that are aids to promoting equality, as well as any known barriers, are recorded in the SEF.

Embedded in our school's overall aim and ethos is the commitment of ensuring equal treatment for all employees, pupils and others involved in the school community, and creating good relationships in school with all groups of people and in promoting equality of opportunity for all.

Complaints

Complaints by staff will be dealt with under the WSCC Model Behaviour in the Workplace Policy for all school-based staff. All other complaints should be made using the Complaints Policy.

Further information

Please contact the Headteacher if you have any questions or would like further information about equal opportunities at Twineham Church of England School.

REVIEWED: SPRING 2020