



Equal Opportunities Policy

Revised October 2013

1. Purpose

The purpose of this policy is to outline Grove Park Primary School's commitment to promoting equality of opportunity in the management and organisation of the school, including employment and when seeking admission to schools, in the provision of education, when accessing any benefits, facility or service provided by the school.

2. Background

This document details the school's commitment to fulfilling its legal obligations under the Equality Act 2010 and the specific duties set out in the secondary legislation (the Equality Act 2010(Specific Duties) regulations 2011). This Policy also sets out how the school intends to comply with the Technical Guidance for Schools in England prepared by the Equality and Human Rights Commission.

This policy is a positive commitment by the school to work towards equality of opportunity to ensure staff and pupils are protected from discrimination and harassment and victimisation.

3. Policy Statement – The school's policy should confirm the school's position in relation to each of the following areas:

3a. Scope

This policy covers all employees, pupils, governors, parents and partners of the school and other members of the community. All employees of the school should apply the principles of the equal opportunities policy to any dealings they have with any person engaged with the school or on its premises.

This policy provides a framework for Governing Bodies and Head Teachers to provide consistent support and guidance to their employees. The policy covers all education and associated services for pupils including extra-curricular and leisure and sporting activities, afterschool and homework clubs, school trips, as well as school facilities such as libraries and IT facilities provided by the school. This policy does not apply to anything done in connection with the content of the curriculum or acts of worship or other religious observance organised by or on behalf of the school.

3b. Statement of Values

This School is committed to equality of opportunity in the way in which it provides education for pupils, in the way in which it affords pupils access to a benefit, facility or service and the way in which the curriculum is delivered.

Grove School will strive to ensure that the culture and ethos of the school are such that, all members of the school community will equally value and treat one another with respect and will not treat anyone less favourably on the grounds of a protected equality characteristic: disability, gender reassignment; pregnancy and maternity; race; religion and belief; sex and sexual orientation. The school will

foster a culture of respect and dignity, valuing pupil achievements and their uniqueness and recognise the importance of equality of opportunity

The school will work to promote good relations between pupils from different abilities, cultures, religious and gender backgrounds. Everyone will be provided with the opportunity to learn and understand the School's Equal Opportunity Policy. Unfair assumptions, stereotypes, prejudices and discrimination are all unacceptable in the drive towards equalities.

4. Promoting Equality of Opportunity in admissions, in providing education and access to benefits, facilities and services for pupils

Grove Park Primary School will promote equal treatment for pupils in its educational provision, in access to benefits, in its admissions criteria, the arrangements for deciding who is offered admissions, the terms on which pupils are admitted and when not admitting a pupil, the application forms, in the information about the school, including in our marketing material and in our decision making processes. Equality will also inform our harassment and anti-bullying policy, behaviour policy and exclusion policy. The school will also be informed by equal opportunities when it provides services or activities to its pupils that are not strictly educational and which may take place outside the traditional school day.

The School will take reasonable steps to change any practice or policy to ensure that a disabled pupil is not placed at a disadvantage compared to other pupils. The school will do all that it can reasonably expected to do support pupils with a disability by putting in place reasonable adjustments for disabled pupils.

For pupils from ethnic minority backgrounds this school recognises that there may be a need for language support in the classroom and will also take into account the fact that learning is likely to be influenced by different cultural backgrounds and different experiences. The school will consider using the 'Positive Action' provisions of the Equality Act 2010 to overcome barriers for particular groups of pupils for example to address low participation or low achievement where appropriate and proportionate to do so.

Grove Park Primary School takes a proactive approach in making adjustments which enable individuals with physical or sensory impairments, learning difficulties and those who are living with mental health problems. It is, in many cases the way society responds to these (attitudinal and environments barriers) which can increase the level of disadvantage and not the disability itself. Wherever possible, Grove Park Primary School involves the views of disabled pupils, their carers and staff.

In order to remove barriers and promote disability equality in all areas of school life, Grove Park Primary School has prioritised accessibility in the School's Equalities Action Plan for 2013-2016.

5. Equal Opportunity in relation to exclusions from school

The school's policy on exclusion and for allowing appeals against exclusions and the duty to provide education to excluded pupils is informed by the guidance on exclusion. The school recognises the importance of treating all pupils fairly when applying the Exclusion policy. The school has in place arrangements to monitor the profile of pupils excluded from schools to ensure that these are exercised fairly. The school will ensure that it makes reasonable adjustments for disabled pupils when applying the exclusion process or when imposing disciplinary sanctions.

6. Tackling Discrimination

Grove School will not tolerate any form of direct or indirect discrimination (less favourable treatment) on the basis of disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and age will be unacceptable.

The school will ensure that staff and governors understand discrimination and recognise expressions of prejudice and stereotyping and know how to challenge this. Grove Primary School is committed to teaching pupils to show respect and appreciation of individuals and to educating and preparing pupils to live in a diverse society. This School is committed to removing unfair stereotypes and/or prejudices and barriers/obstacles to learning.

The following policies have been put in place to tackle discrimination harassment or bullying: Anti – bullying, recording racist incidents and accessibility plan

7. Equal Opportunity in Employment

Grove Park Primary School will ensure that fair recruitment processes are in place to make certain that every job applicant and employee receives equality of opportunity regardless of their disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and age. Employees and prospective applicants will not be disadvantaged by any conditions or requirements which cannot be shown to be justified. The school aims to provide equality and fairness for all job applicants, employees whether part-time, full-time, fixed term or temporary, volunteers and to Management Committee members.

Individuals will be selected, promoted on the basis of their relevant merits and abilities. The School will take into account the provisions of the Equal Pay provisions of the Equality Act 2010 and ensure that there is no discrimination in pay arrangements for staff.

8. Responsibility

All employees and members of the school share the responsibility to ensure that the school's equal opportunities policy operates fairly and effectively. However, the major responsibilities are as follows:-

In summary the **Governing Body will:**

- not unlawfully discriminate on the grounds of Age , Disability, Gender Reassignment, Pregnancy and maternity, race, religion and or belief,sex and sexual orientation.
- take account of equal pay legislation when implementing the provisions of the School Teachers' Pay and Conditions Document
- promote and practice consistent application of the equal opportunities and other relevant equality policies – Anti- bullying, accessibility policy
- ensure that all individuals with responsibility for staffing issues are fully aware of their responsibilities with regard to equal opportunities

In summary the **Head teacher will:**

- follow the provisions of equality legislation
- take, as delegated by the Governing Body, a leading role in the implementation of the Equal Opportunities Policy
- promote and put into practice the consistent application of the policy
- communicate the School's equal opportunities policy to all teaching and non-teaching staff
- ensure that teaching and non-teaching staff receive relevant training where required on equal opportunities legislation and good practice

In summary all other **teaching staff will:**

- comply with the provisions set out in the School's equal opportunities policy
- be diligent when looking out for and dealing with any incidents including harassment and bullying (actual or perceived)
- respect and show appreciation for pupils and other employees contributing towards a happy and caring environment
- foster an understanding of equal opportunities

In summary all other **support staff will:**

- comply with the provisions set out in the School's equal opportunities policy
- be diligent when looking out for any incidents including harassment and bullying (actual or perceived).
- show respect and appreciation for pupils and other employees contributing towards a happy and caring environment

9. Breach of the Policy

Breaches of policy will be dealt with in the same ways that breaches of other school policies are dealt with, e.g. staff disciplinary rules, harassment policy [pupil discipline]. Any appropriate action will be determined by the head teacher and the governing body.

Breaches of the Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary action against employees, appropriate action against member of the Management Committee, termination of contracts for services or consultants or trainers, or withdrawal of volunteer agreements. Employees may also find the School's Dignity at Work Policy relevant. Grove Park Primary School will ensure that all new employees, volunteers, and Management consultants, trainers and facilitators are fully informed of the Schools Equal Opportunities policy.

10. Resources

Where possible, with the constraints placed upon it, the Governing body will make available any resources appropriate to ensure the full and effective implementation of this policy. A positive commitment will be made to identifying and resourcing the different needs of pupils/students to enable them to benefit to the fullest extent from the opportunities offered to them.

11. Publishing the Policy

Staff will be informed of the Equal Opportunities Policy as part of their induction programme when joining the school and as part of INSET training days.

12. Date of Next Review

This policy was last revised in March 2013 and again in October 2013. It will be reviewed every three years or in light of any developments in equality legislation or good practice.

The date of the next review will be: October 2016

Reference to other relevant documents/policies/regulations: eg anti-bullying and accessibility plan.

The Member of Staff with lead Responsibility for the Policy in Grove Primary School : Victoria Retallack, SENCO. Grove Park Primary School has drawn up an Equalities Action Plan for 2013-2016 detailing how it will deliver this policy and challenge discrimination in other policies. This document is also available in large print and other formats, upon request.

Equalities Action Plan and Key Equalities Objectives for 2013 -2016

| Equality Objectives | Outcomes | Timescales |
|--|--|---------------|
| <p>1. Undertake equality monitoring of school attendance by equalities characteristics</p> | <p>That school and families are aware of their rights and responsibilities in relation to pupil attendance and absence is always followed up by appropriate personnel who are aware of community issues. Action is taken in order to address any disparities between different groups of pupils. Provision is made for leave of absence for religious observation which includes staff as well as pupils subject to the exigencies of the schools needs.</p> | <p>Annual</p> |
| <p>Incidents of harassment or bullying</p> <p>The Behaviour policy outlines our class code of conduct: Learn Enthusiasm Achievement Respect Nice It also has an anti-bullying policy within it.</p> | <p>The behaviour policy also gives strategies for positive behaviour management within each class with clear rewards and sanctions.</p> <p>There are high expectations of behaviour, strong guidelines for personal and social education within the school .</p> <p>All staff will know how to deal with racist, sexist and homophobic incidents, and being able to recognise and tackle bias and stereotyping. Incidents are to be reported to the head teacher or deputy head teacher within 24 hours.</p> <p>Promoting an ethos of equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances.</p> | <p>Annual</p> |

| Equality Objectives | Outcomes | Timescales |
|---|---|----------------------|
| <p>2. Improve accessibility of the School</p> <p>Building and Grounds</p> <p>Policy, practice and procedures</p> <p>Raise Staff awareness of access issues.</p> <p>Improve access needs/requirement when hosting events</p> <p>Curriculum.</p> | <p>Completed an access audit of the school building and grounds and set targets to address the issues and allocate priorities/timescale on a 5 year or 10 year plan.</p> <p>Established how accessible the web site is, documentation sent out to parents, governors etc. and Ensured that other users of the school buildings (e.g. groups who hire the hall) are informed of the school's accessibility.</p> <p>Improved understanding disability discrimination and access issues and promotion of disability equality.</p> <p>Identified organisations that offer support, advice and training</p> <p>Have systems in place for offering large print/Braille or if an induction loop is required when requested i.e. generally are there any requirements for disabled people attending</p> <p>The school promotes equality of opportunity between males and females and endeavours to eliminate all unlawful sex discrimination and harassment. Conditions for learning (eg. environment, teaching and learning, resources, social and emotional aspects of learning) provide equal access and opportunities to both boys and girls.</p> | <p>Annual</p> |

| Equality Objectives | Outcomes | Timescales |
|--|--|---------------|
| <p>3. Improve Partnership with Parents</p> <p>The school takes steps to encourage the involvement and participation of underrepresented groups of parents and sections of the community.</p> <p>The school works in partnership with the parents to address specific incidents and to develop positive attitudes to difference. This is central to achieving community cohesion</p> | <p>All parents and carers are encouraged to participate at all levels in the full life of the school. Information and meetings for parents are made accessible to all. Support is given to read and interpret newsletters, reports and other documents when this is required.</p> <p>That progress reports to parents and carers are accessible and appropriate, in order that they all have the opportunity to participate fully.</p> <p>That information material for parents and carers is easily accessible in user friendly language and could be made available in languages and formats other than English. if appropriate.</p> | <p>Annual</p> |