

## Equal Opportunities Policy

This policy refers to all members of the school community i.e. pupils, teaching and support staff, and governors.

### Aims

This school recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equal opportunities policy.

- We will promote the concept of equality of opportunity throughout the organisation, for all students and for the adults within our learning environment
- We seek to develop an understanding of, and promotion of, human equality and equal opportunities
- We will promote good relations between members of different racial and cultural backgrounds as between different religious groups and communities and promote this through topics studied and in displays around the school.
- We will enable all members of the school community to take responsibility for their behaviour towards others and encourage them to build positive and inclusive relationships with others.

### The Legal Background

The main statutory provision covering discrimination is The Equality Act 2010.

The School's values, aims and objectives all accord with the equal treatment of people promoted by these laws and regulations, and the rights enshrined in the Human Rights Act 1998.

### Types of discrimination

- **Direct discrimination** occurs when someone is treated less favourably than another person because of a protected characteristic
- **Discrimination by association** occurs when there is a direct discrimination against a person because they associate with a person who has a protected characteristic
- **Discrimination by perception** occurs when there is a direct discrimination against a person because they are perceived to have a protected characteristic
- **Indirect discrimination** can occur where a provision or criterion is in place which applies to everyone in the organisation but particularly disadvantages people who share a protected characteristic
- **Harassment** is defined as '*unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual*'
- **Third party harassment** is the harassment of employees by a third party not employed by the school, e.g. visitors or parents
- **Victimisation** occurs when an employee is treated badly or put to detriment because they have made or supported a complaint or raised grievance under the Equality Act 2010 or have been suspected of doing so.

### **Protected characteristics**

The nine protected characteristics under the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity.

Incidents may involve a small or large number of persons, they may vary in their degree of offence and may not even recognise the incident has discriminatory implications; or at the other extreme their behaviour may be quite deliberate and blatant.

Examples of discriminatory behaviour are:

- Physical assault against a person or group of people
- Derogatory name calling, insults and discriminatory jokes
- Graffiti and other written insults
- Provocative behaviour such as wearing badges and insignia and the distribution of discriminatory literature
- Threats against a person or group of people because the nine protected characteristics listed above
- Discriminatory comments including ridicule made in the course of discussions
- Patronising words or actions.

### **Responsibilities**

The governing body will monitor and review the working of the policy and procedures. The Head has responsibility for the equal opportunities policy, for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents.

The Head must also present general reports, statistics and incident reports to the Governing Body and its committees as agreed.

The Director of Studies is responsible for ensuring equal opportunities in the curriculum.

All members of the school are responsible for following the policy and reporting incidents of unequal treatment to the appropriate senior member of staff.

### **Employment of Staff**

#### **Appointments**

- Advertisements and job specifications will all carry a statement that this School is an Equal Opportunities employer, and welcomes applications from all posts from appropriately

qualified persons regardless of gender, race, sexual orientation, religion or belief, disability or age;

- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment
- Candidates for vacant posts will be assessed against relevant criteria only i.e. skills, qualifications and experience in selection for recruitment
- The school will make and keep information about the sex, ethnic background, religion/belief, disability and sexual orientation of candidates for appointments, and actual appointments, and make this information available to the governing body.

### **Staff Development**

- All employees have equal chances of training, career development and promotion
- All recruits to the organisation will be offered induction training which will include a reference to the organisation's equal opportunities policy
- Staff development opportunities will be monitored and figures presented to the governors.
- People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is possible.

### **Pupils**

- The school is committed to full educational inclusion (see **Inclusion** policy)
- Pupils have equal access to the programmes of study throughout each Key Stage, and non-compulsory courses, according to aptitude and ability.
- Regular analysis of attainment, behaviour and other student data will be undertaken by gender, ethnic background, SEND and ability
- School and Curriculum Group development plans will be regularly reviewed to improve the learning of students according to this analysis
- School rules and the behaviour management procedures for students clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religious, gender, sexuality and ability/disability
- Positive attitudes and awareness development for equality of opportunity is taught through the assembly programme and SMSC.

### **Racial/racist, Sexist/sexual or Homophobic Bullying**

- All members of the school have a legal duty not to bully or otherwise harass other staff, pupils or other persons
- Where a member of the school encounters incidents involving racist/racial, sexist/sexual, disability, homophobic or cyber bullying they must report these to the appropriate senior member of staff
- All incidents of racist/racial, sexist/sexual, disability, homophobic or cyber bullying amongst members of the school will be taken seriously, and must be dealt with in accordance with the school's anti-bullying policy.

### **Administration**

- Venues for meetings will take account of the needs of all participants
- Venues for learning and teaching will take into account the particular needs of the learners and teacher/teaching assistant as far as is possible and in line with the school's disability policy.

**Documents**

- Language used in documents will reflect and promote equal opportunities and font style and size will take account of the full range of readers

**Reports to the Police**

- Incidents that involve hate-crime elements may be reported to the police.

**Staff Responsible: PS**

**Reviewed: Nov 19**

**Review date: Nov 21**

**Governor Responsible: Annette Eggleton**