

# Hindley J and I School



## Equal Opportunity Policy

Written: Sept 2016

\_\_\_\_\_ Signed on behalf of the school \_\_\_\_\_ date

\_\_\_\_\_ Signed on behalf of the governors \_\_\_\_\_ date

POLICY FOR EQUAL OPPORTUNITY

## **Introduction**

At Hindley J and I School we respect the rights of all people and treat all members of our community equally. We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, ethnic, national origins or academic ability. This is in line with the Race relations (Amendment) Act, 2000 (the Act) builds on the 1976 Race Relations Act and covers both direct and indirect discrimination.

This policy outlines the commitment of the staff and Governors of Hindley Junior and Infant School to promote equality. We will work to ensure that groups with the protected characteristics of gender, race, disability, age, gender reassignment, religion and belief, pregnancy and maternity, marriage and civil partnership and sexual orientation are free from discrimination and harassment. Our school will tackle the barriers which could lead to unequal outcomes for identified groups, ensuring there is equality of access and that we celebrate and value the diversity within our school community.

## **Our Aims**

At Hindley J and I School we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. We aim to:

- ✚ Promote the principles of fairness and justice for all through the education that we provide;
- ✚ Ensure that all pupils have equal access to the full range of educational opportunities provided by the school. We constantly strive to remove any forms of indirect discrimination that may form barriers to learning;
- ✚ Ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve;
- ✚ Challenge prejudice and stereotyping whenever it occurs;
- ✚ Celebrate the cultural diversity of our community and show respect for all minority groups;
- ✚ Provide positive educational experiences and support for each individual's point of view;
- ✚ Promote positive social attitudes and respect for all.

## **Objectives**

- ✚ To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum;
- ✚ To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations;
- ✚ To eliminate any discrimination, harassment and victimisation;

- ✚ To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs;
- ✚ To recognize and celebrate diversity within our community whilst promoting community cohesion;
- ✚ To ensure that this policy is applied to all we do;
- ✚ To ensure that pupils and parents are fully involved in the provision made by the school;
- ✚ To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

### **Good Practice**

- ✚ We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school;
- ✚ We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities;
- ✚ We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998;
- ✚ Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community;
- ✚ We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority;
- ✚ We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents.

### **Strategies**

- ✚ Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy;
- ✚ Parents and governors will be involved and consulted about the provision being offered by the school;
- ✚ Teachers will ensure that the teaching and learning takes account of this policy;
- ✚ The diversity within our school and the wider community will be viewed positively by all;
- ✚ Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum;

- ✚ Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy;
- ✚ Contributions will be sought from parents and others to enrich teaching, learning and the curriculum;
- ✚ The positive achievements of all pupils will be celebrated and recognised.

### **Outcomes**

- ✚ This policy will play an important part in the educational development of individual pupils;
- ✚ It will ensure that all pupils are treated equally and as favourably as others;
- ✚ The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community;
- ✚ We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010.

### **Equality Objective**

- ✚ The Equality Act 2010 requires schools to publish specific and measurable equality objectives;
- ✚ Our equality objective focuses on an area where we have agreed to take action to improve equality;

***Equality objective- To identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and to celebrate diversity.***

- ✚ We will regularly review the progress we are making to meet our equality objectives.

### **Responsibilities**

#### **The role of the Governing Body:**

- ✚ Be aware of their legal responsibilities, and discharge their duties, in respect of equal opportunities according to the Governors Guide to the Law, legislation and School Policies relevant to education and employment e.g. Sex Discrimination Act, Race Relations Act, Special needs and Disability Act;
- ✚ Seek to ensure that people with disabilities are not discriminated against when applying for jobs at our school, taking all reasonable steps to ensure that the school environment gives access to people with disabilities;

- ✚ Welcome all applications to join the school, whatever background or disability a child may have;
- ✚ Ensure that no child is discriminated against whilst at Hindley J and I on account of their sex, religion or race.

### **The role of the Head teacher:**

- ✚ Implement the school's Equal Opportunities Policy and she is supported by the governing body in doing so;
- ✚ Ensure all staff are aware of the school policy on Equal Opportunities, and that teachers apply these guidelines fairly in all situations;
- ✚ Ensure all appointment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities;
- ✚ Promote the principle of equal opportunity and race equality when developing the curriculum, and promote respect for other people in all aspects of school life;
- ✚ Treat all incidents of unfair treatment and any racist incidents with due seriousness. Racist incidents are recorded.

### **The role of the Class teacher:**

- ✚ Ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child;
- ✚ When selecting classroom material, pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups;
- ✚ Challenge any incidents of prejudice or racism.

### **The role of the Pupils:**

- ✚ Show respect for fellow pupils, staff and all other members of the school community;
- ✚ Report concerns about equal opportunities, particularly incidents of physical or verbal abuse either to themselves or others, to a member of staff immediately.

### **Monitoring and review**

It is the responsibility of the governing body at Hindley J and I to monitor the effectiveness of this Policy. The governing body does this by:

- ✚ Monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in school;
- ✚ Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- ✚ Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;

- ✚ Monitoring the school behaviour and exclusions policies, so those pupils from minority groups are not treated unfairly.

At Hindley J and I we provide equality of opportunity. Similarities and differences between people and cultures are explored sensitively. Equal treatment is given to boys and girls, and non-stereotypical behaviour/views are positively encouraged. All children will have equal opportunity to reach their full potential regardless of their race, gender, cultural background, ability or any physical or sensory disability. Children with special needs are given extra support to allow them to access the full curriculum. We overcome any barriers to learning by following specific programmes to cater for their individual needs.