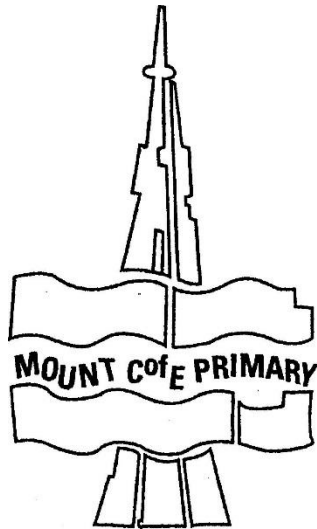




EQUAL OPPORTUNITIES POLICY

Updated: Summer Term 2022

Review date: Summer Term 2023

Signed:
(Chair of Governors)

Mission Statement

"We are very proud of our school and value the achievements of all pupils. The school is committed to inclusion and feel privileged to have a diverse community within our school. Understanding individual and cultural differences is central to the school ethos. It is evident within the school environment, the curriculum and most of all, within the children themselves"

The purpose of this policy is to outline Mount CofE Primary School's commitment to promoting equality of opportunity in the management and organisation of the school, including employment, the curriculum, extra-curricular activities and the treatment of individuals.

Percentage of Staff & Pupils from Mixed Backgrounds

Staff and Pupils White Background	92%
Any other background	8%

BACKGROUND

This document details the school's commitment to equal opportunities and fulfilling its legal obligations under the Race Relations Act 1976, the Race Relations (Amendment) Act 2000, Sex Discrimination Act 1975, Equal Pay Act 1970, and Disability Discrimination Act 1995. The Employment Equality (Sexual Orientation) Regulations 2003 and The Employment Equality (Religion or Belief) Regulations 2003 also apply to equality of opportunity in employment.

This document sets out how Mount CofE Primary School intends to comply with this requirement. This policy is a positive commitment by the school to work towards equality of opportunity and to ensure that discrimination and harassment are combated.

POLICY STATEMENT

This policy covers all employees of the school. Direct services such as catering, cleaning, ground maintenance and building contractors are outside the scope of the policy. However, it must be borne in mind that liability can be accrued if any school employee aids any such contractor to discriminate against any of its own employees or workers. Accordingly, where relevant and reasonably possible all employees of the school should apply the principles of the equal opportunities policy to any dealings they have with any person engaged to carry out work for 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. It covers all education and associated services for pupils and prospective pupils including extra-curricular activities and school trips.

STATEMENT OF VALUES

Mount CofE Primary School will work towards ensuring that the curriculum, extracurricular activities, organisation and management of the school shall be such that no individual within the school community will be denied opportunities or receive less favourable treatment on the grounds of sex, race, colour, nationality, religion, ethnic origin or disability.

Mount CofE Primary School embraces equality of opportunity in employment irrespective of age, disability, ethnic origin, nationality, gender, marital status, sexuality, culture and religion.

Unfair assumptions, stereotypes, prejudices and discrimination are all unacceptable in the drive towards equalities.

This policy is applicable to all members of our school community, e.g. our children, staff, parents, governors, partners and friends. Mount CofE Primary School strives to ensure that our culture and ethos are such that, all members of the school community, will be equally valued and treat one another with respect. Everyone should be provided with the opportunity to experience, understand and celebrate diversity.

PRINCIPLES

Promoting Equality of Opportunity in Teaching and Curriculum in order to make the whole curriculum and extra-curricular activities (including school trips) accessible for all pupils at the school; we foster a climate in which equality of opportunity is supported by a policy to which the whole school subscribes and in which positive attitudes to gender, equality, cultural diversity and special needs of all kinds are actively promoted.

Equal Opportunities are about assisting all children/individuals to fulfil their potential. There is a commitment to providing equal opportunities for all children and recognition that preparation for life in a diverse and multicultural society is relevant, thus permeating every aspect of the National Curriculum and Foundation Phase.

Guidance for Personal and Social Education enables our children to:

- Recognise and value cultural differences and diversity;
- Respect others, value their achievements and their uniqueness and recognise the importance of equality of opportunity
- Be moved by injustice, exploitation and denial of human rights
- Understand cultural differences and recognise expressions of prejudice and stereotyping
- Recognise and know how to challenge prejudice and stereotyping.

At Mount CofE Primary School, we take account of and challenge attitudes and stereotypes present in society, which consider that some subjects are less or more relevant for one gender than for the other gender. The school will also deal explicitly with gender issues such as peer pressure as well as developing personal skills such as cooperation and negotiation.

We embed multicultural perspectives into the curriculum as a way of enriching the education of all our pupils. It gives our children the opportunity to view the world from different standpoints, helping them to question prejudice and open-mindedness.

Our admissions policy does not treat a pupil less favourably or discriminate against a pupil without justification by refusing admission to her or him or excluding her or him from the school for a reason related to the pupil's disability, race or gender.

TACKLING DISCRIMINATION

At the Mount CofE Primary School any form of direct or indirect discrimination (less favourable treatment) on the basis of race, colour, nationality, culture, religion, origin, gender, sexual orientation, or disability (mental or physical) will be unacceptable.

We are committed to showing respect and appreciation of individuals and to educating and preparing pupils to live in a culturally diverse society. Mount CofE Primary 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 on the grounds of disability, ethnic origin, nationality, gender, sexuality, culture and religion:

Behaviour Regulation and Attitude to Learning, Anti-Bullying, PSHE & SRE, SEN Code of Practice, Inclusion Policy, Equality Action Plan 2020-2021.

EMPLOYMENT (SEE SAFEGUARDING APPOINTMENTS POLICY)

Mount CofE Primary School will aim to ensure that every job applicant and employee receives equality of opportunity regardless of gender, sexual orientation, marital status, race, religion, colour, nationality, ethnic origin, age or disability and is not disadvantaged by any conditions or requirements which cannot be shown to be justified.

Individuals will be selected, promoted and treated in their general employment on the basis of their relevant merits and abilities.

Our Governing Body take the provisions of the Equal Pay Act into account when exercising their powers in respect of terms and conditions on which staff are to be appointed. This extends to all school employees and potential employees and school governors. The governing body defines jobs where there is a genuine occupational qualification or requirement.

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, ethnic origin, colour, nationality, gender, marital status, sexuality, culture and religion;
- Will take account of equal pay legislation when implementing the provisions of the School Teachers' Pay and Conditions Document;
- Will promote and practice consistent application of the equal opportunities and other relevant equality policies;
- Will 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 abide by the provisions of equality legislation;
- Will take, as delegated by the Governing Body, a leading role in the implementation of the Equal Opportunities Policy;
- Will promote and put into practice the consistent application of the policy;
- Will communicate the School's equal opportunities policy to all teaching and non-teaching staff;
- Will 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;
- Will be diligent when looking out for and dealing with any incidents including harassment and bullying relating to a pupil's disability, ethnic origin, nationality, gender, sexuality, culture or religion (actual or perceived);
- Will show respect and appreciation for pupils and other employees contributing towards a happy and caring environment;
- Will foster a sympathetic awareness and understanding of cultural diversity.

In summary all other Support Staff

- Will comply with the provisions set out in the School's equal opportunities policy;
- Will be diligent when looking out for any incidents including harassment and bullying relating to a pupil's disability, ethnic origin, nationality, gender, sexuality, culture or religion (actual or perceived);
- Will show respect and appreciation for pupils and other employees contributing towards a happy and caring environment

BREACH OF THE POLICY

Appropriate action will be taken by the Head teacher and governors disciplinary Committee.

RESOURCES

Our Governing body will make available any resources appropriate to ensure the full and effective implementation of this policy.

PUBLISHING THE POLICY

Staff will be informed of this Policy as part of their induction programme. Our children will be made aware of the policy through specific RSE lessons and assemblies as well as through the expectations and ethos for the whole school. Parents have access to the policy on our Web Site.

EQUAL OPPORTUNITIES MONITORING

The School will develop or incorporate equality monitoring into relevant monitoring systems including:

The achievement of all pupils by gender, racial group, disability or medical need.

Recruitment/promotion and training monitoring data for staff by gender, racial group and Disability.

Analysis of all complaints lodged by pupils or employees based on gender, racial group, disability, sexual orientation or religion for the Governors Termly report.