



**EDGEBOROUGH SCHOOL**

**Equal Opportunities Policy**

(including EYFS and Boarding)

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## **REFERENCES**

This policy has been produced and developed with clear reference to the Equality Act (2010). At Edgeborough we encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act(a).

## **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, both for those adults within the community of the school and for all pupils (Years 1 – 8) and children (Nursery and Reception Years);
- We will seek to develop an understanding of, and promotion of, human equality and equal opportunities;
- We will promote good relations between members of different racial, cultural and religious groups and communities;
- We will attempt to enable all members of the community to take responsibility for their behaviour and relationships with others.
- We will ensure that no member of the community is excluded or disadvantaged because of ethnicity, religion, sexual orientation, culture, family background, disability or gender.
- We will attempt to ensure that all members of the community feel secure, included and valued.
- We will attempt to establish feelings of respect and trust with all members of the community.
- We will treat each member of the community as an individual and provide equality of opportunity.

## **RESPONSIBILITIES**

The governing board will monitor and review the working of the policy and procedures of the school.

The Head has responsibility for the equal opportunities policy and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, pupils and parents.

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

Discriminatory behaviour or remarks by children, staff or parents are not acceptable and will be investigated using the relevant complaint procedures.

## **EMPLOYMENT OF STAFF**

- Edgeborough is an Equal Opportunities employer and welcomes applications from all posts from appropriately qualified persons regardless of gender, race, religion, 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.

- Staff are expected to act as role models to pupils, demonstrating appropriate attitudes, language and behaviour and to create an understanding of the rich and diverse culture in which they live.
- The school supports the principle of equal opportunities. It maintains that all staff should be treated fairly and with respect.

## **STAFF DEVELOPMENT**

- All employees have equal chances of training, career development and promotion;
- All new staff coming in to the school will be offered induction training which will include a reference to the organisation's equal opportunities policy;
- People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

## **PUPILS**

- Boys and girls have equal access to the programmes of study but do different things in certain areas of the curriculum, namely sport.
- In accordance with the aims of the school we try to provide equal opportunities for all children irrespective of special educational needs, race, gender, religion or belief, disability, age, sex, sexual orientation.
- The school is committed to educational inclusion (see SEN policy. The Director of SEND is Laura Watson).

## **ADMISSIONS**

- See separate Admission Policy.
- Pupils are admitted to Edgeborough on a 'first come first served' basis which takes no account of race, religion or sex.
- During the school visit we will talk to the child and the parents about the child's ethnic, religious and cultural heritage and experiences at home. Staff will use this information when planning and carrying out activities within the school to ensure that familiar experiences are used as starting points for learning.
- Bursaries are means tested awards offered to those who meet the school's admission criteria but may otherwise be unable to attend the school due to financial hardship. Details of our provision for bursaries can be obtained from the Bursar.

## **REGISTERS**

All registers are written in alphabetical order.

## **DAILY ORGANISATION**

Children will work in mixed groups in terms of sex and race. Children will line up and move around the school in mixed groups appropriate to their stage of development.

## **CURRICULUM**

Care is taken to ensure that the curriculum content and design is not discriminatory either in the manner in which it is presented, or the way in which children are afforded access to a particular course of study.

The curriculum will include activities to encourage children to respect their own cultural background and beliefs and those of other people. These will include:

- Activities relating to a wide range of religious, ethnic and cultural festivals
- Telling stories, listening to music and looking at pictures and videos from a range of cultures and religions
- Role play activities that reflect a variety of cultures
- Discussions with and between the children about the similarities and differences in their experiences and the reasons for those similarities and differences.

## **ASSESSMENT AND TESTING**

School procedures for assessment and testing do not discriminate against children on grounds of sex or race. Where a child requires additional time or support on account of a special educational need, this is provided. This applies to internal assessment and is negotiated on behalf of the child for external examinations.

## **RELIGIOUS BELIEFS**

Although the school's religious ethos is based on Christian values and tradition, the school is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights and freedoms of other members of the school community. The governing body, through the senior leadership team, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs

## **REQUESTS FOR VARIATION IN SCHOOL UNIFORM**

All pupils are required to wear a uniform. The Head will consider requests from parents and pupils for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with the school's policy on health and safety and it is reasonable in all the circumstances including in light of the School's obligations under the Equality Act 2010

## **RESOURCES AND THE TEACHING ENVIRONMENT**

When setting up rooms, outdoor areas, displays and equipment, the school will aim to create an environment that encourages a positive attitude to learning. This will include:

- Keeping the environment free from any discriminatory practice or stereotypical images
- Valuing the local community and environment as a source of learning opportunities
- Using displays, resources and equipment that reflect the community in which the children live as well as the wider world
- Ensuring that all children have equal access to resources

## **EXTRA-CURRICULUM ACTIVITIES**

Certain extra-curricular activities are restricted to defined age groups; however, within those restrictions all pupils are encouraged to participate.

## **DIETARY REQUIREMENTS**

Special dietary requirements for medical/religious reasons will be catered for by the catering staff and dishes from other cultures form an integral part of the school's menus. Special menus featuring food from different countries and cultures feature regularly.

## **BEHAVIOUR OF PUPILS**

Our Discipline Policy aims to encourage positive behaviour from all children. All adults working in the school are encouraged to be aware of the need to avoid stereotyping, particularly in the playground.

School rules clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religious, gender, sexual orientation and disability. By this, the recommendations of the Equality Act are followed.

## **REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY**

The school has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison with other pupils.

Where the School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the school is able to make to avoid their child being put at a substantial disadvantage. The school will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to the school. Further information on the school's reasonable adjustments duty can be found in the School's SEN and Disability Policy.

The school has an Accessibility Plan in place which can be found on the school website and a hard copy can be made available upon request. This sets out the School's plan to increase the extent to which disabled pupils can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

## **MONITORING AND REVIEW**

The Head regularly monitors and reviews the effectiveness of this policy and reports to the governors annually on the policy's effectiveness in practice. Breach of this policy Pupils who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Management Policy.