



HOMELANDS PRIMARY SCHOOL

EQUAL OPPORTUNITIES POLICY

This Policy stands alongside the Equal Opportunities in
Employment Policy

ADOPTED BY THE RESOURCES COMMITTEE ON.....03.07.06.....

REVIEWED.....11.03.09.....

REVIEWED.....09.11.10.....

Statement

At Homelands Primary School we are strongly committed to equal opportunity for all staff and pupils. We aim for Homelands to be a school where everyone:

- Is respected and respects others
- Takes part in the full life of the school
- Achieves their potential
- Continues learning

We are committed to ensuring that no employee or potential employee is treated less favourably than another on the grounds of the following protected characteristics:

- Age
- Disability
- Sex
- Marriage and civil partnerships
- Gender reassignment
- Race/ethnicity
- Religion or belief
- Responsibility for dependents
- Sexual orientation
- Pregnancy and maternity
- Any condition or requirement which cannot be objectively justified

Practice

Admissions

Our admission policy welcomes all pupils regardless of gender, race, ability or religion.

Registration

Pupils names will be accurately recorded and correctly pronounced. Pupils are encouraged to accept and respect names from other cultures.

Discrimination

All forms of discrimination are taken seriously and notes are kept of any incidents. Racist incidents are reported in line with Torbay's policy. It is made clear in our Code of Conduct for staff that any form of discrimination is unacceptable.

Language

Staff are sensitive to the language and dialect spoken by pupils and their families. Staff will also be aware of any racist or sexist connotations in the language they themselves use.

Resources

The school will ensure resources promote positive images of all groups and will seek to regularly update resources as appropriate. The school will also adopt or provide materials for those with particular needs.

Outdoor Education

Visits will be accessible to all children and risk assessments will be put in place for any child needing particular help because of his/her disability. Other adjustments may also be made to take account of religious practices.

Awareness of the hidden curriculum

All staff need to be aware that their class organisation, attention, discipline and values may impact on pupils. We all need to constantly reflect on our practice to ensure that the curriculum is balanced, objective, sensitive and avoids stereotyping.

Recruitment

Selection criteria/job descriptions and personnel specifications are always non discriminatory.

- Job advertisements are written in an inclusive way
- Interview questions will relate to the requirements of the job.
- All jobs are open equally to all applicants and the best applicants will be appointed based on strict professional criteria
- Clear reasons will be provided for non selection

In Service Training/Promotion

- Vocational training and development is available to all staff irrespective of their role in the school
- Promotion and career development are non discriminatory.

Monitoring the Policy

The school monitors the policy in the following ways:

- Monitoring job applications
- Monitoring resources
- Monitoring records of exclusion
- Monitoring records of serious incidents
- Monitoring racist incident reports
- Ensuring attainment data is analysed by gender, ethnic group and ability

The Legal Framework

The following legislation informs our Equal Opportunities Policy:

- **Sex Discrimination Act 1975** which requires schools to ensure that they do not discriminate against either sex in matters of admissions, standards of behaviour, dress and appearance, delivery of the curriculum and provision of all educational services.
- **The Race Relations Act 1976** which describes direct and indirect discrimination and gives every Local Authority the duty to give due regard to the need to eliminate unlawful discrimination and to promote equality of opportunity and good relations between persons of different racial groups.
- **The Human Rights Act 2000** which makes most of the rights set out in the European Convention on Human Rights enforceable in the English Courts
- **The Race Relations (Amendments) Act 2000** which includes a positive duty of schools to promote racial equality measures;
- **The Special Needs and Disability Act 2001** which includes requirements on schools to ensure there is no discrimination against disabled people, including staff and pupils and to have available information about facilities for disabled people.

- **The Disability Discrimination Act 2004**
- **Equal Opportunities Act 2010**

Links with other Policies

This policy should be read in conjunction with the following documents:

- Race Equality Policy
- Accessibility Policy
- Recruitment Policy
- Admission Policy
- Pay Policy