



## **Equal Opportunities Policy**

Our school is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

The school's equal opportunities procedures aim to help everyone involved in the school to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

The school aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. The school will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, gender reassignment, language, sexual orientation and disability.

The school recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of parents/carers. As such, the school will both welcome and encourage parents and carers to get involved in the running and management of the school, and to comment on the effectiveness of its policies and procedures.

The school will facilitate regular opportunities for consultation with parents/carers about the service that the school provides, as a means of monitoring the effectiveness of the equal opportunities policy.

## **Equal Opportunities Procedures**

To realise the school's objective of creating an environment free from discrimination and that is welcoming to all, the school will:

- Ensure that its services are open and available to all parents/carers and young people in the local community.
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, gender reassignment, language, sexual orientation and disability do not inhibit a child from accessing the school's services.
- Treat all young people and their parents/carers with equal concern and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the school's programme of activities.
- Ensure that lesson resources, displays etc. show role models of different genders, ethnicities, religions and sexualities.
- Help all young people to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Ensure that the school's recruitment policies and procedures are open, fair and

- non-discriminatory.
- Endeavour to recruit a staff team that reflects the make-up of the school's local community.
- Ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work.
- Encourage and support staff to act as positive role models to young people by displaying and promoting tolerant and respectful behaviour, language and attitudes.
- Challenge any discriminatory incident, according to the provisions set out in the Staff Disciplinary and Behaviour Management procedures.
- Consistently and equally challenge racist, sexist, homophobic, biphobic and transphobic language or behaviour.
- Specifically log incidents that involve discrimination against protected characteristics
- Treat seriously any member of staff found to be acting in a discriminatory way, according to the provisions of the Staff Disciplinary Procedure.
- Ensure that children who may be LGBT have a trusted adult who they can be open with

## **Procedures**

All staff will work to fulfil all the legal requirements of the Equality Act 2010.

The Head of Centre will be responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:

- Staff receive appropriate training.
- The Equal Opportunities policy is consistent with current legislation and guidance.
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.
- All the school's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in anyway against its commitment to equal opportunities.

**Policy written:** September 2016

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