



Equal Opportunities Policy

Because God calls us to fullness of life in Christ we provide varied exciting opportunities for children to achieve highly.

God invites us to promise to keep everyone learning.

Because God calls us to love our neighbour we respect and include each other and develop the skills of confidence, resilience, independence, empathy and understanding.

God invites us to promise to keep everyone included.

Because God calls us to live as faithful members of the community we respect the world around us.

God invites us to promise to look after the world around us.

Because God shows us the best way to live we get to know ourselves and learn how to be safe.

God invites us to promise to keep everyone safe.

Because God calls us to be like him we get to know ourselves and learn to respect the truth.

God invites us to promise to be honest."

Approved by	Approval date	Review date
SDC	16.10.2017	Autumn 2021

Aims and objectives

The governing body and school is committed to equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief. Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated.

We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community.

We seek to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated.

We aim to empower our pupils to make informed choices so that they are better prepared for the opportunities, responsibilities and experiences of life within their community.

Equality of opportunity cannot be realised without the involvement and commitment of all members of the school community and a common understanding of the pivotal role of equal opportunities in the context of the school's mission statement. All members of the school community are responsible for promoting the school's equal opportunities policy and are obliged to respect and act in accordance with this policy.

Aims and Objectives

The governing body and school, through its adopted Equal Opportunities Policy, aims to:

- carry out its legal duty in complying with the relevant legislation (including The Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and Employment Equality Regulations);
- reinforce the school's position as a provider of high quality education and as a good employer providing development opportunities;
- ensure that equality remains high on the school's strategic agenda;
- establish good people management practice and to set out a proactive agenda in which discrimination is recognised as an organisational issue which needs an organisational response;
- ensure all staff work together with a shared sense of purpose to meet the needs of every pupil;
- ensure that pupils and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals;
- ensure that complaints or evidence of failure to comply with the school's equal opportunities policy will be dealt with promptly and fully investigated according to the relevant procedure (e.g. complaints relating to staff may be investigated either under the disciplinary, grievance or anti-harassment procedure as appropriate).

- All forms of discrimination by any person within the school's responsibility will be treated seriously as such behaviour is unacceptable.

Policy Creation and Review

- equal opportunities implications, including race equality, will be considered and recorded whenever school policies are developed or reviewed;
- all policies will be regularly reviewed to provide a comprehensive and consistent process of monitoring and evaluation;
- in all staff appointments the best candidate will be appointed based on strict professional criteria;
- we will do our best to respond to the changing needs of staff and parents in arrangements to support a healthy work life balance.

Anti-Racism and Homophobia

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or homophobic behaviour.

We endeavour to make our school welcoming to all. Our mission statement includes the promise "God invites us to promise to keep everyone included". This is used in assemblies and in classrooms to promote an understanding and acceptance of different races, religions and cultures.

Our curriculum reflects the attitudes, values and respect that we have for all ethnic groups.

A victim of racism or homophobic behaviour will receive pastoral support.

All incidents of racism will be dealt with under the anti-bullying policy. We will act immediately to prevent any repetition of the incident. A log is kept on CPOMS.

The lead for LGBT issues is Rachel McEvoy. Training for staff is carried out annually.

The role of the headteacher

- It is the Headteacher's role to implement the school's equal opportunities and she is supported by the governing body in so doing.
- It is the Headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- The headteacher ensures that all appointment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.

- The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.
- The headteacher treats all incidents of unfair treatment and any racist or homophobic incidents with due seriousness.

The classroom teacher will ensure that all pupils are treated fairly, equally and with respect.

We do not discriminate against any child.

When selecting classroom materials and researching teaching topics, teachers will use this policy as a guide to ensure that no material 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.

All our teachers challenge any incidents of prejudice.