

Cheddon Fitzpaine Church School

Equal Opportunities Policy

Aims and objectives

Equality of opportunity is concerned with justice for all, raising expectations and enabling each individual to have a wide choice in life and the opportunity to fulfil his or her potential. Every member of our school community should feel valued and free from discrimination irrespective of ability, gender, sexual orientation, social background, race, marital status, age or disability.

Aims

We are aiming to:

- Create a school environment and ethos which fosters equal opportunity and promotes self esteem and positive attitude
- Prepare pupils for life in our diverse society
- Provide opportunities to celebrate, respect and appreciate the feelings and beliefs of other people and examine own values
- Encourage and enable all individuals to challenge prejudices and stereotyping in a positive and appropriate manner
- Ensure children have equal access to the curriculum and learning experiences without bias
- Show we do not accept discrimination in any form in our school

Guidelines for the curriculum

Teachers will:

- Acknowledge that school can make a difference to attitudes
- Ensure all pupils have equal access to the whole curriculum and all learning experiences, free from bias and stereotyping
- Plan a differentiated curriculum which meets the needs of all children including those with special educational needs and more able children
- Strive for the organisation of class groupings, lists, seating arrangements to emphasise equality of time, opportunity and responsibility for all children
- Foster a working environment in which all pupils are given encouragement which develops self esteem and respect for others
- Endeavour to include in displays around the school positive images of men, women, disabled people and ethnic groups
- Not tolerate any symbols, badges or insignia on personal items that go against the philosophies of this policy
- Deal with inappropriate behaviour and attitudes and report incidents of harassment or discrimination in any form to the senior management team who will log the incident and deal with the issues in accordance with BWMAT and SCC guidelines

Guidelines for employment /admissions

The Head teacher and Governors will:

Follow the practices laid down by the BWMAT and ensure there is no discrimination on the grounds of gender, sexual orientation, race, religion, colour, cultural background, marital status, lifestyle or disability when undertaking the following duties:

- Admitting children
- Recruiting and selecting staff
- Discipline, grievance and dismissal procedures

Addressing prejudice and prejudice-related bullying

- The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to above.
- There is guidance in the staff handbook on how prejudice-related incidents should be identified, assessed, recorded and dealt with.

- We will report racial incidents on a regular basis to the local authority.

Roles and Responsibilities

- The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented. A member of the Governing Body has a watching brief regarding the implementation of this policy and monitoring its impact upon the school community.
- The Head teacher is responsible for implementing the policy, for ensuring that all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal with any prejudice-related incidents that may occur
- plan and deliver lessons that reflect the principles in paragraph 4 above
- support pupils in their class who have particular needs arising from disability, Special Educational Needs, or for whom English is an additional language or who are Travellers
- keep up-to-date with equalities legislation relevant to their work.

Information and resources

- We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parents and carers.

Religious observance

- We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

Staff development and training

- We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams, to ensure that we are able to meet our obligations under the Equality Act.

Monitoring and Evaluation

- We collect, study and use quantitative data and qualitative evidence relating to the implementation of this policy, and make adjustments as appropriate.
- We collect, analyse and use data on achievement, broken down as appropriate according to disabilities and special educational needs, ethnicity, and gender.

Meeting our specific duties under the 2010 Equality Act

- We publish information annually on our school website to show that we have complied with our general duties under the Act. (By 6 April 2012 and then updated annually).
- We prepare and publish equality objectives and review annually our progress towards them. For the period from April 2012 to March 2016 our equality objectives are:
 1. To ensure all children get equal quality Teaching and Learning provision
 2. Raise standards in Maths for both genders to ensure equal life opportunities
 3. Offer all clubs to all children on an equal basis