

Nonsuch Primary School

This policy is embedded in our school's mission statement of,
'Working Together We All Achieve'.



Policy	Equal Opportunities Policy
Date	September 2023
Date for next review	September 2026
Summary	This policy sets out the legal responsibility taken by LAB, Headteacher and other staff at Nonsuch in ensuring all stakeholders are treated fairly within current legislation in order to have full access to education at Nonsuch.

We service our community by providing an education of the highest quality. We believe our school should be a place where we all want to be, a place where children and adults feel safe, happy, secure and nurtured.

Our high expectations for learning cultivates character and pride in our identity at Nonsuch Primary School preparing every child for their future.

Aims and objectives

At Nonsuch Primary School, we are concerned with the education of the whole child. We encourage each child to develop fully to his or her potential by providing equality of opportunity throughout the curriculum. Our aim is to provide skills and knowledge for the children to understand the world around them and for use in adult life.

- We do not discriminate against anyone, be they staff or pupil, on the grounds of their age, disability, gender, marital status (including civil partnerships), pregnancy, race, religion or beliefs, sex, sexual orientation (Protected characteristics) This is in line with the Equality Act 2010 and covers both direct and indirect discrimination.
- We promote the principles of fairness and justice for all through the education that we provide in our school.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all.

We believe that prejudice and stereotyping is often a result of a lack of understanding and awareness. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

The Role of Governors

- The LAB has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the School community are treated fairly and with equality.
- The LAB will ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- The LAB seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our School. The governors take all reasonable steps to ensure that the School environment gives access to people with disabilities by making reasonable adjustments.
- The LAB welcome all applications to join the school, whatever background or disability a child may have.
- The LAB ensures that no child is discriminated against whilst in our school on account of any protected characteristics.

The Role of the Headteacher

- It is the Headteacher's role to implement the school's equal opportunities policy and they are supported by the LAB in so doing.
- It is the Headteacher's role to ensure that all staff are aware of the school's policy on equal opportunities, and that teachers apply these guidelines fairly in all situations. This is carried out during induction and annually.
- The Headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities. This is in accordance with BDMAT policy and procedures. <https://bdmatschools.com/wp-content/uploads/2019/01/Equality-and-Diversity-Policy-2.pdf>
- 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 discrimination incidents with due seriousness.

The role of the staff in fostering good relationships

- The staff ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- When selecting classroom material, staff pay due regard to the sensitivities of all members of the class and provide material that is inclusive and supportive of all parts of our community.

- When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, history topics in our school include examples of the significant contributions women have made to developments in this country's history.
- Staff will promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and relationship, social (RSE) and health education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.
- All our staff challenge any incidents of discrimination. We record any serious incidents and these are reported on a termly basis to the LAB. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute where possible.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Equality Objectives

- Educate all about discrimination and prejudice and promote a harmonious environment;
- Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress;
- To reduce the number of fixed term and permanent exclusions;
- Ensure that the appointment of staff is in line with equal opportunities legislation.

Monitoring and review

It is the responsibility of our LAB to ensure that Nonsuch Primary School continues to promote equality of opportunity. The LAB does this by:

- Ensuring that equality information is published and updated at least every four years;
- Reviewing any and all complaints made under this policy, either before or at the next full LAB.
- Reviewing any and all suggestions which may improve equality of opportunity at Nonsuch Primary School, either before or at the next full LAB.
- Monitoring the staff appointment process to ensure it continues on merit only, and that no applicant is directly or indirectly discriminated against;
- Ensuring that through regular review any action taken or any policy, criterion, or practice in place does not directly or indirectly discriminate against pupils, their parents, or members of staff;
- Ensuring regular equality training is provided to all members of staff;
- Monitoring CPOMs termly as reported through the headteacher report;

This document can be read in conjunction with:

- Accessibility Plan
- Curriculum Policy
- SEND Policy
- Behaviour Policy
- Anti-bullying policy