

CHRIST CHURCH CHURCH OF ENGLAND JUNIOR SCHOOL



**Equal Opportunities Policy
2018**

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EQUAL OPPORTUNITIES POLICY

For you are all one in Christ Jesus – Galatians 3:28

“An Education for Life”, the Kent Curriculum statement of 1996 states that:-

“Equality of opportunity is a fundamental aspect of the ethos of every school in the country. It is the responsibility of the Governors, Headteacher and all personnel involved in the school to provide leadership in the development and implementation of effective policies to promote equality of opportunity”.

We aim to ensure that every pupil and teacher is given an equal opportunity to achieve their full potential. In addition, each individual is entitled to learn, teach or work in a supportive environment and to benefit from the diversity of our school community.

The Law

Unlawful discrimination occurs when one person receives less favourable treatment because of their gender, marital status, race, disability, age, sexual orientation or religion or belief. In most cases, the nature of less favourable treatment will be clear and common sense will dictate the necessary action to take, usually after reference to the Headteacher.

The Equality Act, 2010

The Equality Act (2010) was introduced to combine the following legislation: Sex Discrimination Act 1975, Race Relations Act 1976 and Disability Discrimination Act 1995.

Previously public bodies were bound by three sets of duties to promote disability, race and gender equality.

Sex Discrimination Act 1975,
Race Relations Act 1976
Disability Discrimination Act 1995.

In April 2011 these were replaced by a single public sector equality duty (known as the PSED or the equality duty).

This new duty extends to all the aspects of a person’s identity that are protected under the Equality Act 2010. These are known as:

Protected Characteristics

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race

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- religion or belief
- sex
- sexual orientation.

General Duty

Public Bodies including schools and settings have a General Duty to have due regard when making decisions and developing policies, to:

- 1)Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- 2)Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- 3)Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

AIMS

1. To promote mutual respect for all staff and pupils, regardless of differences.
2. To ensure all pupils have equality of opportunity within the school.
3. To develop in all pupils and staff an awareness of a commitment against racism, sexism and stereotyping by social background.
4. To work to an agreed code of conduct which can be modified, monitored and evaluated in accordance with current best practice in the area of equal opportunities.
5. To educate and inform children, staff and parents about the issues in this policy.
6. To be responsive to changing needs.

OBJECTIVES

1. Promoting a positive self-image in all children and to respect their individuality, providing for all pupils according to their needs.
2. Ensure quality of opportunity permeates the whole curriculum and ethos of the school.

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3. In delivering the curriculum, ensuring it contains non-stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture, religion, age or sexual orientation.
4. Including in resources, books, materials and equipment that are multi-cultural and non-sexist, providing positive images of all groups.
5. Ensuring that the organisation of the school is sensitive to the needs of all
6. Developing a positive attitude to equal opportunity by all staff, parents, helpers, governors, children and all who participate in the school.

ORGANISATION

Classroom

- All children will have equal access to resources and equipment
- Staff will take steps to build the skills and confidence of children in areas where they may be lacking in confidence
- All children will be given equal opportunities for speaking and listening in whole class discussion and group work
- Staff will do their utmost to divide their time fairly
- Staff will foster an environment in which co-operation is central and in which children will work in a range of grouping contexts
- Role play will sometimes be used as an essential means to address issues
- Clear and consistent messages will be given regarding the schools values and disciplinary procedures
- Staff will be aware of the demands of the individuals and endeavour to give equal attention and speak in the same manner to all children
- All children will be involved in formulating class rules
- Staff will help explore the idea of “stereotyping” in order that they can make more informed choices in relation to their identify (i.e. gender, ethnic or cultural background, disability).
- Staff will draw on examples from many cultural traditions and recognise Britain as having a diverse cultural background
- Resources will be used which are free from cultural or gender bias, whenever possible or when their use is unavoidable to use resources as a means of provoking discussion of equal opportunity issues.

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Around the School

- Displays will reflect a variety of positive images which are free from stereotyping associated with gender, race or disability
- Use of the playground is reviewed regularly to avoid domination of space by any particular group
- Sanctions used in the school will be the same for boys and girls and applied equally
- Adults from a broad spectrum of society will be encouraged to visit the school and all visitors will be made to feel welcome
- School publications will reflect the commitment to equal opportunities and will be free from gender or cultural bias
- The programme of assemblies will include opportunities to challenge prejudice, question stereotyping and enhance understanding of our multi-cultural society.
- The programme of assemblies will include opportunities to reinforce principles of tolerance and understanding
- Clear and consistent messages will be given regarding the school's Christian values and the disciplinary procedures – in line with the policy on bullying.
- Teamwork is encouraged in all aspects of school life to show the advantages of pooling experience, knowledge and various points of view.
- Positive action by the pupils will continue to be rewarded and made known to the wider school community
- All children have equal access to extra-curricular activities

Curriculum Planning

The curriculum will be reviewed to actively seek opportunities to address the issues of Equal Opportunity and to ensure multi-cultural issues are not presented in a tokenistic way. All policies will make reference to equal opportunities. There is a direct link with our PSHE, Collective Worship and our Anti-racism policies.

Staff

The school values diversity amongst the staff. In all staff appointments the most suitable candidate will be appointed on professional criteria and recruitment carried out in a manner consistent with equal opportunity practice.

Involving Parents and Community

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An 'open door' policy will continue to operate at Christ Church in order that parents may discuss their concerns with the Headteacher and staff. Equally early advice will be given of disabilities which may affect a child's performance and/or behaviour at school.

Parents will continue to be informed of their child's good and bad behaviour, together with any aspects of their attitude towards others which give rise to concern. Initial liaison regarding discrimination problems will be of an informal nature.

The school will maintain clear, factual and up to date records to identify patterns of behaviour which are contrary to our aims.

Parents who are unavailable or unwilling to discuss individual cases will receive a letter inviting their response. All copies will be kept on file.

All forms of discrimination by any person within the school are to be treated very seriously. It will always be made clear that such behaviour is unacceptable. In the event that formal disciplinary proceedings are contemplated, or co-operation is not evident, the governing body will be consulted and a plan of action agreed.

Continued unacceptable behaviour could result in exclusion procedures for pupils. Consultation with outside agencies may be sought in appropriate circumstances.

Monitoring and Evaluation

Our success criteria will be assessed by the following:

- the level of complaints by pupils, staff and parents will be reviewed regularly
- attendance records, punctuality and unauthorised absence will be considered in this respect
- SATs results will be analysed to detect under-achievement against baseline assessments, taking into consideration equal opportunities factors.

The Senior Leadership Team will discuss all incidents of discrimination and appropriate action will be taken.

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APPENDIX 1

SCHOOL IMPROVEMENT EQUALITY OBJECTIVES 2018/19

- Continue to develop collaborative learning opportunities that support all children with different needs to access the full curriculum through paired and group work. Growth mindsets are encouraged and developed throughout the children's time in KS2.
- Provide alternative coloured books and paper where possible to support children with dyslexia and perception difficulties.
- Use PIXL to support children's development across the core curriculum ensuring all children have the opportunity to close gaps in their learning and maximise their progress.
- Be diligent in completing access arrangements to ensure children's specific needs are met during national assessments.

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