

Equal Opportunities Policy

Hawthorn Primary School



INDIVIDUALLY WE MATTER, TOGETHER WE SHINE

Approved by: PPW

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Last reviewed on:

22/03/21

Next review due by:

Autumn 25

What this policy is about – Definition

This is a statutory policy to promote the understanding of the principles and practices of equality and to strive to provide opportunities and experiences to ensure that all are included in all areas of school life.

Aims

- To equip pupils with an awareness of our diverse society and to appreciate the value of difference.
- To regard every member of our school as of equal worth and importance, irrespective of his/her creed, culture, class, race, gender (including gender reassignment), disability, sexual orientation, religion and belief, marital/civil partnership status or age.
- To acknowledge and respect other peoples' beliefs and sensitivities and to foster an awareness of the needs of others.
- To ensure that pupils and staff recognise that discrimination on any basis is not acceptable.
- To provide an environment in which all pupils and staff feel safe and able to express and question views.
- To ensure the principles and practices of equal opportunities apply to all members of the school community: pupils; teaching and non-teaching staff; parents/carers governors and visitors.
- To positively challenge any discriminatory practice as active members of the school community, giving regard to the individual's ability to learn and to change.
- Equal Opportunities practices should be evident in
 - a) the School Curriculum;
 - b) Extra-Curricular Activities; and
 - c) the 'hidden' Curriculum (the ethos of the school, the quality of personal relationships etc).

Relationship to other policies and Legal Acts

Admissions Policy, PSHE, RE/SMSC Policies, and Rights Respecting Schools Award.

The Equality Act 2010 includes a Public Sector Equality Duty, which replace the separate duties relating to race, disability and gender. It consists of a general duty, which came into effect on 5 April 2011. The General duty has three main aims:

•**Eliminate unlawful discrimination**, harassment, victimisation and other unlawful conduct prohibited by the Act

•**Advance equality of opportunity** between people who share a protected characteristic and those who do not

•**Foster good relations** between people who share a protected characteristic and those who do not

The duty covers race, sex, disability, age, gender reassignment, religion or belief, sexual orientation and pregnancy and maternity. It also – with regard to eliminating discrimination covers marriage and civil partnership.

The Hawthorn School conducts the Standards for Inclusion Audit and prioritises actions in the Disability Equality and Success for Everyone Action Plans.

Principles

- Every aspect of school activity has an equal opportunities dimension. This may be expressed explicitly in teaching materials and display, implicitly in classroom practice, or as part of the 'hidden curriculum' of social interaction amongst and between staff and pupils.
- Pupils are seen as individuals and each pupil's education and care is to be developed in direct relation to their needs and abilities. This eclectic approach is to be based upon sound knowledge and awareness of an appropriate range of teaching and learning styles, teaching interventions and behavioural strategies
- The environment influences the developing attitudes of the pupils within it and can act as a powerful vehicle for the promotion of understanding and practice of equal opportunities.
- Equal opportunities is considered, promoted and delivered through all school activities and procedures. Equal opportunities ensures all pupils are able to access their curriculum and school life entitlement.
- We value the history, experience and contribution of our multi-cultural community and seek to express this in the curriculum and ethos of the school.
- We strive to counter negative, patronising and stereotyped views.
- We accept that there are gender inequalities in our society, which impose limits, so we constantly examine our curriculum, procedures and materials for gender bias or inequality.

- The school will ensure equal opportunities in relation to all matters of employee relations.
- With regard to the teaching of RE we consider that the role of the teacher is that of educator and not that of evangelist. We do not seek to make pupils religious, but to teach them about religion.

Procedures

- The Equality Act 2010 is borne in mind when activities are planned and Risk Assessments carried out.
- Pupils and staff will be provided with knowledge of their rights and responsibilities to prepare them for a life in the wider society.
- Pupil and staff names will be accurately recorded and correctly pronounced. Everyone will be encouraged to accept and respect names from other cultures.
- Discriminatory symbols, badges and insignia on clothing and equipment are forbidden in school
- The school will adopt equal opportunities in recruitment and selection. In all staff appointments the best candidate will be appointed based on the specified professional criteria.
- All cases of discrimination or prejudice will be taken seriously, investigated and acted upon, as appropriate, according to existing disciplinary, and/or complaint procedures. A record of all such incidents and outcomes will be kept and reported to the appropriate bodies accordingly.
- We will support pupils to wear special forms of dress where these are an essential part of their religious or cultural background.
- We will provide a curriculum that avoids unnecessary historical gender divisions. All pupils experience subjects previously considered to be suitable for a single sex.

In delivering sexual equality in the school we will ensure:

- that teachers allocate their time fairly between the sexes,
- that all pupils have opportunities for working with other pupils of both sexes,
- that we break down traditional sex stereotypes (for example by not asking boys to move furniture while girls tidy up),
- we do not differentiate between the sexes in respect of our school uniform.

Positive Action

- Relationships between all members of the school community should be such that any member of the school acting in a manner contrary to the spirit of this policy is made aware, in a supportive manner, of the unacceptable nature of his/her behaviour.
- When it is inappropriate to address the issue between staff then a member of the leadership team must be made aware and they will then address the incident with the staff or pupil.
- In extreme circumstances formal procedures may be taken.

The Head Teacher will ensure that:

- parents/carers and pupils know that the school has an equal opportunities policy and is committed to equality of opportunity for all pupils.
- a copy of the policy will be held in the school office at all times, which parents and pupils may access. A copy of the policy will be made available to anyone who wishes it and will be published on the School Website.
- all members of the school community will be made aware of the school policy on equal opportunities.
- equality of opportunity underpins all management procedures.
- all staff feel valued and supported and have appropriate advice and encouragement for professional development.

Roles and responsibilities

All Staff are aware of the Hawthorn School Disability Equality Action and Success for Everyone Plans and priorities.

All staff are expected to:

- support actions to meet the priorities in the Hawthorn School Disability Equality and Success for Everyone Action Plans
- strive to raise the level of awareness amongst those working with pupils, and amongst pupils themselves about the rights of all individuals to have access to Equal Opportunities, irrespective of race; gender; religion; linguistic background; culture; ability; sexuality; size; age; disability or status.
- give Equal Opportunities a high priority in order that they are an implicit part of daily life at the school.
- ensure that displays reflect a range of cultures and races.
- obtain resources which reflect the cultural and racial backgrounds of children to support positive self-imagery.
- ensure that resources do not include any discriminatory or inappropriate content and ensure inclusion of positive role models from all groups (e.g. include non-sexist books which value the achievements of women as well as men).

All Pupils will:

- recognise that discrimination on any basis is not acceptable.
- feel safe and able to express their feelings.
- contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals.

Monitoring and Evaluation

Monitoring of achievement, accreditation, exclusions, attendance and entitlement by ethnicity, gender and learning difficulty will take place to ensure pupils are not discriminated against.

The Hawthorn School is committed to the safeguarding of children and young people. We operate Child Protection procedures in line with LA guidance. Hawthorn School incorporates safe procedures including formal risk assessments for young people to ensure pupils' health, safety and wellbeing.