Beaufort Primary School

Equal Opportunities Policy

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Policy Reviewed	Signed:	Date:

Policy statement
Beaufort Primary School is committed to promoting equal opportunities, valuing diversity and tackling social exclusion in everything it does.

Achieving equality and valuing diversity
We believe:

- in a fair society that gives everyone an equal chance to learn, work and live free from discrimination, harassment, bullying and prejudice
- in fighting discrimination.

The school is committed, under this policy, to do its best to prevent its employees, and the people it serves, from unfair discrimination because of:

- age
- class
- disability
- employment status
- ethnic or national origins, race (covered by a separate school policy) or colour
- marital status
- religious or political beliefs
- responsibilities for children or dependants
- gender and gender identity
- sexuality
- trade union activities
- unrelated criminal convictions, where this is possible
- any other unjustified grounds.

The policy sets out our commitment to opposing all forms of discrimination.

The policy applies to every employee and the services we provide.

We will:

- use our resources to help those who need additional help to overcome barriers
- try to be a fair and equal employer at all times

The Equal Opportunities Policy underpins all our other policies, service plans, procedures and systems.

Provision
We aim to:

- work in partnership with others to promote equalities and celebrate diversity
- encourage and support people to participate in community life
- celebrate the variety of lifestyles and cultures in Derby
- do all we can to review and monitor our services to make sure they do not discriminate unfairly, and identify where we can improve
- make sure that we provide services that comply with the Equalities Act 2010 and other relevant legislation and statutory codes of practice.
- work with others to provide an environment free from harassment and violence
- act promptly if we receive any complaints about the way we provide services.

Children and Curriculum

- We intend that all aspects of life at Beaufort Primary School support a positive approach equally towards all children. We endorse that education here must be provided and

practised upon the founding principles of equal opportunities. We agree that all children have a born and free right to equal and open access to all that this school offers.

- We agree that gender and ethnic distinctions should not be made in class selection, registers, lists, sets, pupil lines, pupil 'jobs', seating arrangements, groupings, punishments, rewards, sports, club and team selections, for example. We are aware of our need to avoid stereotyping and intolerance.
- We are not prepared to accept any language or behaviour which oppresses, terrifies or removes respect from any child or adult.
- We attempt to be critical of the books and resources which we use in school: material with sexist or racist assumptions, if found, will be withdrawn.
- Within school, staff will review, from time to time the curriculum, language, behaviour, routines, resources and display of the school in the light of equal opportunities issues and assumptions.
- We understand that good educational practice means that we must be equally sensitive to the needs and abilities of all our children and staff.
- We offer equal and open access to all sports. We have 'mixed' games, clubs and teams.

Job applications and employees

- We are committed to providing equal opportunities in employment and demonstrating that we value the diversity of our workforce.
- The aim of the policy is to do our best not to unfairly discriminate against any job applicant or employee and, when recruiting, only to consider factors which are relevant to someone's ability to perform the job well.
- We will do our best to treat all employees and job applicants fairly in relation to all our employment policies and procedures and to meet any reasonable and appropriate additional needs they may have.
- We will value and respect the identities and cultures of our employees.
- We will do everything we can to work towards a workplace that is free from discrimination, bullying and harassment and will act promptly on any complaints of discrimination, bullying, harassment or victimisation.
- We will provide a safe working environment.
- We will make the workplace, and information about work, as accessible as we can for all our employees.
- We will give our employees clear information about job selection and training and encourage all employees to reach their full potential.
- We will make sure that we work according to the relevant employment legislation and statutory codes of practice under the Equality Act 2010..

Responsibility for implementing the policy

Responsibility

- The Headteacher and Governing Body have overall responsibility for implementing and monitoring this policy, but all employees have a responsibility to work from it in all areas of their work.
- Every team leader has responsibility for implementing, monitoring and promoting this policy.
- All employees must make sure they do not:
    - discriminate against anyone
    - persuade or pressure another employee to discriminate
    - harass, bully or abuse other employees or the public for any reason
    - condone harassment

  If an employee does not follow these and other requirements of this policy, we will usually deal with it under the Disciplinary Procedure

Implementing the policy

We will do our best to make this policy fully effective by:

- actively promoting it
- regularly monitoring and reviewing all our job selection procedures and criteria and change them if they result in unfair discrimination
- making sure that all employees and job applicants know about this policy
- taking appropriate action, using agreed procedures, if any employee breaches this policy
- providing training and guidance, particularly for personnel staff and line managers, to make sure that they understand this policy and their legal responsibilities

Target groups

We recognise that anyone, at any time of life, can be discriminated against or treated unfairly in one way or another. There are some groups of people who may face this more than others. We are committed to tackling all types of discrimination and unfair treatment for everyone, but target these specific areas:-

Age discrimination
We are committed to tackling age discrimination, which can affect both young and older people, particularly when they apply for jobs.

Disabled people

We are committed to doing all we can to provide disabled people with equal and inclusive access to employment opportunities and to our services.

We accept that disability is not caused by someone's particular impairment, but by the way in which society fails to meet disabled people's needs. Because of this, it is important that we use the term 'disabled people' rather than 'people with disabilities'.

Examples of barriers showing how society discriminates against disabled people include:

- **social**, such as stereotyping, media representation, attitudes, ignorance, fear, or direct prejudice
- **practical**, such as lack of access to buildings, pedestrian environments, public transport, information and communication
- **organisational,** such as legislation, organisational priorities, policies, procedures, systems and economic factors.

We believe it is important to adopt the social model of disability because it means any barriers **can** be changed, so removing disability.

Consequently, we need to have different ways to make sure that disabled people have access to our jobs and to our services. We will do all we can to consult with disabled people and consider their rights at all times.

We will adapt the recruitment and selection process so it is more accessible to disabled people. This means we will make reasonable adjustments where necessary.

We aim to do our best to give any newly disabled employees appropriate help, so that they can stay in their job.

We will continue to develop our action plans for implementing the Disability Discrimination Act, so we can make sure that disabled people can access the school as easily as non-disabled people.

Minority ethnic communities

We recognise that some people face discrimination because of their colour, race, ethnic origin, and nationality, including citizenship.
We are committed to challenging all forms of racial discrimination.

For further details please see the Race Equality Policy.

Sexuality

We will make sure that our policies, procedures and practices do not unfairly discriminate against anyone with regard to their sexuality or sexual orientation.

Religious beliefs

The school recognises that individuals have a right to their own religious and cultural beliefs and practices. We will do our best to prevent any form of discrimination with regard to religious belief.

Women

We acknowledge that women often experience discrimination because of their gender, responsibilities for children and other dependents and their marital status.

We will do our best to support women by being sensitive to maternity issues and recognising the need for work life balance and the importance of family life.