



Davyhulme Primary School Equal Opportunities Policy

Legal Framework:

At Davyhulme Primary School, we ensure that all children and staff are treated fairly and equally, valuing their particular characteristics such as:

- Age
- Disability
- Gender identity or gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

These are known as 'protected characteristics', in line with the 2010 Equality Act, which addresses direct and indirect discrimination, discrimination by association or by perception, harassment (including by third parties) or victimisation.

We are fully aware of our equality duty and in carrying out all our functions, will have due regard to the need to:

- eliminate discrimination and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity and foster good relations between people who share a protected characteristic and people who do not share it

Aims and Objectives:

We value the individuality of all and are committed to giving our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children: the achievements, attitudes and well-being of all our children matter.

Our Equal Opportunities Policy is intended to help to ensure that this school promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

Every member of the school community will strive to contribute towards a happy, caring environment and show respect for each other as individuals. Our primary objective is to educate, develop and prepare our pupils for life, whatever their race, religion, gender or ability. We promote the principles of fairness and

ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

- We want all pupils to receive the best education that Davyhulme Primary School can provide and we value a diverse workforce.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve, making reasonable adjustments where appropriate.
- We endeavour to make our school welcoming to all and we aim to deliver an inclusive curriculum which reflects the world around us. We promote an understanding of diversity through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- We do not tolerate any forms of discrimination and will act immediately to prevent repetition of any discriminatory incidents. We will immediately deal with any offensive material found within our school.
- All protected characteristics are equally valued and respected. We recognise that some children within the school may be becoming aware of their gender identity and sexuality. In addition, both pupils and staff may have a variety of family situations which should be respected.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- Should anyone at our school be a victim of discrimination, we will do all we can to support that person in overcoming any difficulties they may have. We also keep a record of any serious discriminatory incidents that occur.

The Role of the Head teacher

- To implement the school's equal opportunities with support from the governing body.
- To ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- To ensure 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.
- To promote the principle of equal opportunity when developing the curriculum, and promote respect for other people in all aspects of school life.
- To treat all incidents of discrimination, prejudice and stereotyping with due seriousness.

The Role of Staff

- To ensure that all pupils are treated fairly and with respect. They do not discriminate against any child.
- When selecting classroom materials or designing schemes of work, teachers ensure that they choose topics and resources that are inclusive and diverse.
- Teachers strive to provide material that gives positive images of all protected characteristics and challenges stereotypes
- To challenge any incidents of discrimination, stereotyping and prejudice. To record any serious incidents in the school log book, and draw them to the attention of the head teacher. Teachers also support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

The Role of Governors

- To set out its commitment to equal opportunities in this policy statement: Governors strive to ensure that all members of the school community are treated fairly and with equality.

Monitoring and Review

It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy, through:

- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- requiring the head teacher to report to governors on a termly basis on the effectiveness of this policy and any discriminatory incidents;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the school behaviour and exclusions policy, in order that pupils with protected characteristics are treated fairly.

Chair of Governors _____ Date _____

8th January 2020