
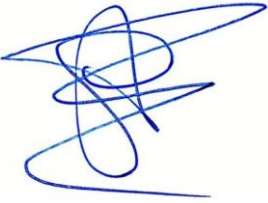


# Equal Opportunities Policy

## Leehurst Swan School



Approved by:	 Headteacher  Representative of Governing Body	Date: 15.03.24
Last reviewed on:	15.03.24	
Next review due by:	15.03.26	

**This policy applies to the whole school including EYFS and is available on the school website for parents to access.**

## **1. Aims and objectives**

**1.1** Leehurst Swan School complies with the Equality Act 2010 for age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation (the protected characteristics).

Leehurst Swan School has due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Leehurst Swan School will not discriminate against, harass or victimise a pupil or potential pupil, parent, member of staff, or other contracted non-permanent staff (including peripatetic staff) in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil, or subjecting them to any other detriment be they staff or pupil, on the grounds of their disability, age, sex, sexual orientation, gender orientation, race, colour, religion or belief, nationality, ethnic or national origins, including those who are pregnant, transsexual or undergoing gender reassignment (the protected characteristics).

**1.2** Through the teaching of Christian and Fundamental British Values, the school promotes the principles of fairness, tolerance, respect for others and justice for all.

**1.3** The school ensures that all pupils have equal access to the full range of educational, sporting, musical and religious opportunities provided by the school, in keeping with the school's registration as a school of religious character (Christian).

**1.4** The school constantly strives to remove any forms of indirect discrimination that may form barriers to learning. Pupils with specific learning needs are identified and offered additional support subject to parental approval.

**1.5** The school ensures that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

**1.6** The school challenges stereotyping and prejudice whenever it occurs. Teachers are required to bring to the attention of pupil's inappropriate language or behaviours and to seek to prevent it by reinforcing respect for others.

**1.7** The school recognises the cultural diversity of our community and shows respect for all majority and minority groups.

- 1.8** The school has a special educational needs policy and the Head of Learning Support co-ordinates the provision for those pupils who require this. The code adopted by the school follows the national good practice guidelines with production and review of EHCP (My Plans) and diagnostic testing.
- 1.9** The school aims, through positive educational experiences and support for each individual's point of view, to promote positive Christian social values and respect for all.

## **Policy into Practice**

### **2 Admission**

Leehurst Swan School has an admissions policy for pupils that states that the school does not permit disability, age, sex, sexual orientation, gender orientation, race, colour, religion or belief, nationality, ethnic or national origins, including those who are pregnant, transsexual or undergoing gender reassignment to be used as criteria for admission.

#### **2.1 Registration**

Children and staff names will be accurately recorded and correctly pronounced. Children will be encouraged to accept and respect names from other cultures.

#### **2.2 Discrimination**

All forms of discrimination by any person within the school's responsibility will be treated seriously as such behaviour is unacceptable. Any symbols, badges, insignia and clothing, which make negative reference to any of the protected characteristics are forbidden in school. Staff must be aware of possible cultural assumptions and bias within their own attitudes. In all staff appointments the best candidate will be appointed based on strict professional criteria. Parents must be aware of the school's commitment to equal opportunities and Christian status.

- 2.3** All cases of discrimination or prejudice by a pupil, parent, member of staff or governor will be taken seriously and dealt with, as appropriate, according to existing sanction procedures. A record of incidents will be kept by the Headteacher.

#### **2.4 Language**

The school views linguistic diversity positively. Children and staff must feel that their natural language is valued.

#### **2.5 Culture, Class and Race**

Leehurst Swan School acknowledges that members of the school may come from diverse cultural, racial and socio-economic backgrounds and endeavours to foster an atmosphere of Christian tolerance and mutual respect, in order to help to promote a school society in which there is social, religious and racial harmony. Leehurst Swan School recognises the inequalities of opportunity which exist within society for individuals and groups and are determined to take positive action to

enable every individual to raise his/her self-esteem, expectations and performance so as to have wider choices in life.

The school:

- values the history, experience and contribution of a multi-cultural community.
- actively promotes Fundamental British Values and ideals of democracy and tolerance.
- will try to prevent pupils being drawn into acts of extremism.
- tries to counter negative, patronising and stereotyped views: a prime cause of prejudice is ignorance and misunderstanding.
- will not tolerate racist, misogynistic or homophobic behaviour in any form.
- is committed to working with parents, students, staff and external agencies to ensure equal opportunities.

## **2.6 Sexual stereotypes**

The school encourages pupils and staff to be aware of the rigid sex stereotypes and is committed to providing a curriculum that avoids unnecessary historical gender divisions. All pupils experience all subjects.

The school ensures:

1. that teachers allocate their time fairly between the sexes
2. that all pupils have opportunities for working with pupils of both sexes
3. that we break down traditional sex stereotypes
4. that pupils are encouraged to pursue non-stereotypic subjects and interests.

## **2.7 Religion**

The school acknowledges that members of the school come from diverse backgrounds: some have no religious faith, others are committed to a greater or lesser extent to a variety of faiths. The school seeks to promote an ethos of Christian values and tolerance, based on respect for the beliefs and practices of others. With regard to the teaching of RS, the school considers that the role of the teacher is that of educator and not that of evangelist. The school does not seek to coerce or indoctrinate pupils into religion, but to teach them about Christian faith as part of the curriculum whilst allowing for free will and personal choice. Other major faiths e.g. Islam and Judaism are taught as part of the curriculum throughout the school.

## **2.8 Resources**

Leehurst Swan's aim is to provide resources for all children according to their needs, irrespective of age, sex, ability or ethnic origin. Educational resources are to reflect cultural and racial backgrounds of children to support positive self-imagery within Christian values. The school ensures resources include those which value the achievements of women as well as men. Displays may similarly reflect a range of cultures and races. All materials in use in Leehurst Swan will be monitored by staff.

## **2.9 Relationships**

Relationships between staff and children should be such that any member of the school acting in a manner contrary to the spirit or values of this policy is made aware of the unacceptable nature of his/her behaviour. This should be done in a supportive

manner to encourage change and reinforce the principles of this policy. When it is uncomfortable or inappropriate to address the issue between staff then management must be made aware of the situation. Management will address the situation with the staff or child involved (see Staff Behaviour Policy and Staff Code of Conduct for further reference).

## **2.10 Appointments**

The Headteacher and Bursar must ensure that in recruitment procedures any advertisements, shortlisting and interview procedures are without any hint of direct or indirect discrimination or bias. During employment it would be unlawful to discriminate in the way opportunities for promotion, transfer or training were offered. It is also unlawful to discriminate in dismissals, particularly in redundancy dismissals.

## **2.11 Needs**

The needs of individual children will be met by high quality personalised teaching, including those with special educational needs.

# **3 The role of governors**

- 3.1** The governing body 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 and equity.
- 3.2** A disability will not of itself justify the non-recruitment of an applicant for a position at the School. Such reasonable adjustments to the application procedures shall be made as are required to ensure that applicants are not disadvantaged because of their disability.
- 3.3** The governors welcome all pupils, irrespective of disability, sex, gender, sexual orientation, race, colour, religion, nationality, ethnic or national origins.
- 3.4** The governing body ensures that no child is discriminated against whilst in our school on account of their sexual orientation, gender, sex, religion, race or disability.

# **4 The role of the Headteacher**

- 4.1** It is the Headteacher's role to implement the school's equal opportunities and anti-discrimination policy and she is supported by the governing body in so doing.
- 4.2** It is the Headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 4.3** 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.

- 4.4 The Headteacher promotes the principle of equal opportunity with Christian values when developing the curriculum; and promotes tolerance and respect for other people in all aspects of school life. For example, in assembly, where Christian tolerance and not judging other people is a regular theme, and in displays shown around the school.
- 4.5 The Headteacher regards all incidents of unfair treatment and any incidents of discrimination with due seriousness and, with the pastoral team, reviews the provision and practice within the school to ensure it is in line with this policy.

## **5 The role of the teacher**

- 5.1 Teachers will ensure that all pupils are treated fairly, equally and with respect.
- 5.2 Teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of all faiths and ethnic groups.
- 5.3 This policy is used as a guide when designing schemes of work, both in the choice of topics to study, and in how to approach sensitive issues.
- 5.4 All teachers challenge any incidents of prejudice, racism or anti faith behaviour. They support the work of other school staff and encourage them to intervene in a positive way against any occurrence of discrimination.

## **6 Monitoring and review**

It is the responsibility of the governing body to monitor the effectiveness of this Equal Opportunities Policy. The governing body does this by requiring the Headteacher to report to a designated group of Governors on an annual basis, on the effectiveness of this policy and by informal discussions with members of staff and pupils.

This policy is subject to review according to a timetabled programme and has been approved by the Governors.