



# Equal Opportunities Statement of Commitment

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# Equal Opportunities Statement of Commitment

The Local Governing Body and school is committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated. We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community.

We seek to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated. We aim to empower our pupils to make informed choices so that they are better prepared for the opportunities, responsibilities and experiences of life within their community.

Equality of opportunity cannot be realised without the involvement and commitment of all members of the school community and a common understanding of the pivotal role of equal opportunities in the context of the school's ethos and values, in particular, the recognition that the role of all staff is crucial in the delivery of the objectives of the policy.

All members of the school community are responsible for promoting the school's equal opportunities policy and are obliged to respect and act in accordance with the policy.

## Aims and objectives

The Local Governing Board and school, through its adopted Equal Opportunities Policy, aims to:

- Carry out its legal duty in complying with the relevant legislation (including The Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and Employment Equality Regulations).
- Reinforce the school's position as a provider of high quality education and as a good employer providing development opportunities.
- Ensure that equality remains high on the school's strategic agenda.
- Establish good people management practice and to set out a proactive agenda in which discrimination is recognised as an organisational issue which needs an organisational response.
- Achieve a staffing composition that reflects the composition of the wider community.
- Ensure all staff work together with a shared sense of purpose to meet the needs of every pupil.
- Ensure that pupils and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals.
- Ensure that complaints or evidence of failure to comply with the school's equal opportunities policy will be dealt with promptly and fully investigated according to the relevant procedure (e.g. complaints relating to staff may be investigated either under the disciplinary, grievance or anti-harassment procedure as appropriate). All forms of discrimination by any person within the school's responsibility will be treated seriously as such behaviour is unacceptable.

## Policy and planning

Equal opportunities implications, including race equality, will be considered and recorded whenever school policies are developed or reviewed. All policies will be regularly reviewed to provide a comprehensive and consistent process of monitoring and evaluation.

## Employment matters

Appointments: in all staff appointments the best candidate will be appointed based on strict professional criteria.

Family-friendly policies: the governing body/school is a family-friendly employer and will do its best to respond to the changing needs of all staff by publicising existing schemes designed to support employees in combining work and other responsibilities (parental leave arrangements, job share opportunities, flexitime where appropriate, carers' leave provision).

## Training and development

The success of the Equal Opportunities Policy is closely linked to the provision of relevant training. Governors will be encouraged to take up all relevant opportunities provided by the Local Authority's Governors Training Programme.

The school will endeavour to:

- Enhance and develop the skills, knowledge and abilities of existing employees to realise their full potential, irrespective of background or employment status.
- Provide equal access to training and development opportunities for all staff, including part time, based on their assessed training needs.
- Promote greater awareness of equal opportunities and the contribution which staff, governors, parents/guardians and pupils can make.
- Equip employees with the skills to provide personal and organisational solutions, discriminatory practices and behaviour and to promote anti-discriminatory behaviour generally.

Professional development involves a continuous process of learning involving self-development, encouragement and motivation. The school places great importance on the relationship between team leaders and their teams and will ensure that employees are encouraged and supported to take responsibility for their own learning and development in the context of the school's performance management system.

## Pupils and the curriculum

The school follows local authority pupil admission policies that do not permit sex, race, colour or disability to be used as criteria for admission. The school's aim is to provide for all pupils according to their needs, irrespective of gender, ability or ethnic origin.

The Education Reform Act 1988 stated that 'the school curriculum should reflect the culturally diverse society to which pupils belong and of which they will become adult members.' Pupils should have access to a broad and balanced curriculum which avoids stereotypes and provides good role models for all pupils.

Equality of opportunity should inform the whole of the curriculum and be reviewed regularly. Equal opportunities issues will be taken account of in planning the curriculum.

This should be reflected in curriculum planning documentation.

## Equality Objectives

### ***Objective 1: Reduce and eliminate the use of discriminatory language by pupils***

Why we have chosen this objective: We have had to speak to pupils on more than one occasion about using discriminatory language about other children's race or skin colour.

To achieve this objective we plan to: Continue to promote the school's rules and values to all children; teach children about British Values in assembly; teach PSHE using the Jigsaw scheme; invite the local PCSO to speak to one year group

Progress we are making towards this objective:

### ***Objective 2: Ensure that boys and girls are encouraged to have equal access to after school activities***

Why we have chosen this objective: Boys are not equally represented in music clubs and over-represented in sports' clubs

To achieve this objective we plan to: Collect and analyse data about attendance at clubs; ensure clubs are marketed at both genders.

Progress we are making towards this objective:

### ***Objective 3: Ensure that books in all classrooms reflect a range of authors and backgrounds so that all children can recognise themselves in literature***

Why we have chosen this objective: The school received a grant to buy additional books and these need to reflect the school's curriculum

To achieve this objective we plan to: Analyse the books already in classrooms and order new books as appropriate

Progress we are making towards this objective:

### ***Objective 4: Ensure that all children who arrive at school with English as an additional language are welcomed and supported to make rapid progress***

Why we have chosen this objective: The school have seen a rise in numbers of children with EAL

To achieve this objective we plan to: Have staff training led by the LA EMA team; develop a new induction policy and practice

Progress we are making towards this objective: