

EQUAL OPPORTUNITIES POLICY

Primary person responsible for this policy: David Bradbury

Job title: Headmaster

Last review date: June 2021

Next review date: June 2022

Relevant ISI coding (if applicable): Part 3 17a

Circulation: This policy has been adopted by the governors and is available to parents on request. It is addressed to all members of staff and volunteers and applies wherever they are working with children.

'Parents' refers to parents, guardians and carers.

This policy should be read in conjunction with the [Alpha Plus Group Equal Opportunities Policy](#).

1 AIMS AND OBJECTIVES

We do not discriminate against anyone, be they staff or pupil, on the grounds of their age, colour, race, nationality, ethnic or national origin, religion, gender, sexual orientation, marital status, transgender status or disability (known collectively as “protected characteristics”). This is in line with the Equality Act 2010 and covers both direct and indirect discrimination.

We promote the principles of fairness and justice for all through the education that we provide in our school.

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

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and show respect for all minority groups.

We are aware that prejudice and stereotyping is caused by low self-image and ignorance.

Through positive educational experiences and support for each individual’s point of view, we aim to promote positive social attitudes and respect for all.

2. ANTI-RACISM

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we would act immediately to prevent any repetition of the incident.

We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the curriculum studied by the children and in school assemblies.

Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

3. THE ROLE OF GOVERNORS

Alpha Plus Group Ltd wholeheartedly supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, religion, marital status, age or disability. We believe that it is in the company's best interests, and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise. We apply these principles to full-time or part-time employees.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job related criteria.

The Chief Executive will ensure that Heads/Principals put the policy into practice. They will ensure that:

- (a) those involved in personnel and management receive appropriate training
- (b) the operation of the policy is monitored and is reported to the Board at regular intervals.

Any member of the staff (or any applicant for a vacancy) who has a proposal or grievance in relation to the operation of the policy may refer it initially to the Head/Principal.

4. THE ROLE OF THE HEADMASTER

It is the Headmaster's role to implement the school's Equal Opportunities Policy and he is supported by the governing body in so doing.

It is the Headmaster'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.

The Headmaster 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.

The Headmaster promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in assemblies, where respect for other people is a regular theme, and in displays shown around the school.

The Headmaster treats all incidents of unfair treatment and any racist incidents with due seriousness.

5. THE ROLE OF THE CLASS TEACHER

The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

When selecting classroom material, 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 unless there is a clear educational purpose. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues.

All our teachers challenge any incidents of prejudice or racism. We report any serious incidents by misdemeanour slips, a copy of which is sent to the child's Form Tutor and the Headmaster.

Reviewed annually by SLT