



EQUAL OPPORTUNITIES POLICY

Review Date: January 2021

Our Aims

Monkshouse School recognises the benefits of having a diverse school community, with individuals who value one another, and the different contributions everyone can make. We are committed to being an equal opportunities education provider and employer and are committed to equality of opportunity for all members of the school community. Pupils will be taught these values and to respect others. In the provision of equal opportunities, we recognise and accept our responsibilities under the law and oppose discrimination on the basis of:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Gender
- Sexual orientation and, (in the case of adults in the school community)
- Marital or civil partnership status
- Age

These are referred to as the **protected characteristics**. We also oppose unlawful discrimination and bullying on the basis that a person has a special educational need or learning difficulty, or because English is an additional language.

We aim to ensure that all policies and practices conform with the principle of equal opportunity and comply with the Public Sector Equality Duty set out in the Equality Act 2010.

Aims of the policy

Through the application of the policy we aim to:

- Communicate the commitment of the school to the promotion of equal opportunities.
- Promote equal treatment in school for all members of the school community.
- Create and maintain an open and supportive environment which is free from discrimination.
- Foster mutual tolerance and positive attitudes so that everyone feels valued.
- Remove, or help to overcome barriers to pupils where they exist.
- Ensure that there is no unlawful discrimination against any person on any ground listed in the **protected characteristics**.
- Make it clear that, and ensure, that all discriminatory behaviour, words and images are treated as unacceptable.
- Take reasonable steps to avoid putting disabled people at a substantial disadvantage (Reasonable Adjustments duty).
- Set out details about our equality objectives.

Related Policies

This policy should be read alongside the following:

- Admissions
- Safer Recruitment
- Positive Behaviour Management
- Anti-Bullying
- SEND
- Accessibility Plan

In accordance with the Public Sector Equality Duty we will have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those without
- Foster good relations between people who share a protected characteristic and those who do not
- Prepare and publish equality objectives.

Forms of discrimination

Discrimination may be direct or indirect, or arising from disability and it may occur intentionally or unintentionally.

Direct Discrimination

This occurs when a person is treated less favourably than another person because of a protected characteristic as detailed. It also occurs when a person is treated less favourably because of their association with another person who has a protected characteristic (other than pregnancy or maternity).

Indirect Discrimination

Indirect discrimination occurs when an individual is subject to an unjustified provision, criterion or practice which puts them at a particular disadvantage because of, for example, their sex or race. If the criteria cannot be objectively justified they would be indirectly discriminatory.

Discrimination arising from disability

Discrimination arising from disability occurs when a person with a disability is treated unfavourably because of something connected with their disability and the treatment cannot be shown to be proportionate means of achieving an aim.

Equal opportunities education provider

Admission

The school follows the LCC admissions policy and no pupil is discriminated against on the grounds of their Protected Characteristics.

Equal access

The school affords all pupils equal access to all benefits, services, facilities, classes and subjects irrespective of their Protected Characteristics.

Positive action

We may afford pupils of a particular racial group or pupils with a disability or special educational need access to additional education or training to meet their needs e.g. additional language activities for pupils whose first language is not English.

Exclusions

We will not discriminate against any pupil by excluding him/her from school or by subjecting him/her to any other detriment on the grounds of his/her Protected Characteristics.

Teaching and school resources

Efforts are made to recognise and be aware of the possibility of bias, so that this can be eliminated in both teaching and learning materials and teaching styles. Materials are carefully selected for all areas of the curriculum so as to avoid stereotype and bias.

Pupil Interaction

All pupils are encouraged to work and play freely with, and have respect for, all other pupils, irrespective of their Protected Characteristics, subject to considerations of safety and welfare. Positive attitudes are fostered towards all groups in society through the curriculum and ethos and pupils are encouraged to question stereotypes and assumptions.

Bullying

We will not tolerate bullying or cyberbullying for any reason (see anti-bullying policy).

School Uniform

The same school uniform applies equally to all students. Should any Reasonable Adjustments need to be made for example in the case of pupils with a disability, these should be referred to the Headteacher who will give due consideration to safety and welfare and the school's existing uniform policy. If parents/carers are unhappy with any decision they should make reference to the school's complaints policy.

Pupils with SEND

Refer to SEND policy

Pupils with English as an additional language

Pupils with EAL will receive additional learning support if necessary. Linguistic diversity is positively recognised. The school employs TAs able to speak the range of languages we have in school in order to ensure good communication and understanding between home and school.

Equal opportunities employer**Employment**

This policy applies to all aspects of employment from the advertisement of jobs, recruitment, career development, counselling, training, promotion, grievance and disciplinary procedures.

Applicants

We accept applications from, and recruit staff irrespective of their Protected Characteristics and will not discriminate on these grounds. Every application will be treated in a fair, open-minded way. Our safer recruitment policy reflects this approach.

Equal access

We will afford all staff equal access to all benefits, services, facilities and opportunities for development irrespective of their Protected Characteristics, subject to considerations of safety and welfare.

Disabilities and reasonable adjustments

We have an on-going duty to make reasonable adjustments for individuals with a disability in respect of both employment and the education and associated services provided to ensure that such staff and pupils are not placed at a substantial disadvantage in comparison with other staff and pupils.

Reasonable adjustments may include:

- Making arrangements for an individual in a wheelchair to attend an interview
- Allowing children with specific SEND requirements additional time to complete a test
- Providing test papers in larger print for a child with visual impairment
- Arranging a variety of accessible sports activities

The Headteacher should be notified if you are aware, or suspect, that you or your child has a disability. Written reports and all relevant information should be shared with the school so appropriate support and adjustments can be made. Confidential information of this kind will only be communicated on a 'need to know' basis. We will have due regard to any request to treat the nature or existence of the person's disability as confidential.

Access

We will monitor the physical features of the premises to consider whether users of the premises with a disability are placed at a substantial disadvantage compared to other users. Where possible, and proportionate, we will take steps to improve access for disabled users of the premises. The school has an Accessibility Plan which is reviewed annually.

Responsibilities

All members of the school community are expected to comply with this policy.

The Governing Body has responsibility for the effective operation of the policy. The Headteacher has delegated day-to-day responsibility for operating the policy and ensuring its accessibility, availability, maintenance and review.

Those working at a management level have a responsibility to set an appropriate standard of behaviour, to lead by example and to promote the aims and objectives of the school with regard to equal opportunities

Monitoring

We monitor achievement, exclusions and bullying incidents against gender, race, disability and special educational need.

We also monitor staff appointments to ensure no-one applying for a post is discriminated against.

Review

The policy will be reviewed bi-annually, or earlier if considered necessary.

Reporting Incidents of discrimination

Complaints

If you feel that your child has received less favourable treatment on any of the unlawful grounds listed above, or you feel this policy has been breached in any way to your detriment you are encouraged to raise the matter through the school's Complaints Procedure, available on the school website.

We will treat seriously and investigate every complaint and report and disciplinary action may be taken against any member of the School Community who is found to have acted in contravention of this policy.

Signed _____ Headteacher on behalf of the
Governing Body

Date _____