



Equal Opportunities Policy (for the whole school including EYFS)

See also Induction, Recruitment, Admissions, EAL and Learning support policies and Accessibility Plan

Introduction

This policy is a general statement of our commitment to Equal Opportunities and avoiding all forms of discrimination, as laid out in the Equality Act 2010. At Garden House, we recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. We undertake to make reasonable adjustments to enable all to participate in our programme of learning, where all are valued and supported. The school adheres to the Equality Act 2010 and action will be taken to prevent, and respond to, incidents of inappropriate discrimination, harassment and victimisation, in particular because of differences which arise out of gender, gender reassignment, pregnancy, marriage or maternity, special educational need or disability, race, religion or belief, cultural or linguistic background or sexual orientation.

This policy applies to all pupils, parents and staff members.

Aims

This school recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective Equal Opportunities Policy. The school:

- will promote the concept of equality of opportunity throughout the school, both for adults and children
- will seek to develop an understanding of, and promotion of, human equality and equal opportunities
- will seek to ensure that the individual needs of all our pupils, including those who are disabled or have special education needs are met and pupils are included, valued and supported, and that reasonable adjustments are made for them
- will promote good relations between members of different racial, cultural and religious groups and communities
- will enable pupils to take responsibility for their behaviour and relationships with others.

Racism or Bullying

- All staff have a legal duty not to bully or otherwise harass any members of our community. Any reported incidents will be taken seriously and in accordance with disciplinary procedures
- Where staff come across incidents involving racism or bullying they must report these to the appropriate Head
- All incidents of racism or bullying amongst pupils or any member of our community will be taken seriously, and must be dealt with appropriately and reported to the appropriate senior member of staff. Action will be taken in line with the behaviour policy and will necessitate discussion between the relevant Head and if necessary the parents of the child.

Access within the building (see also Accessibility Plan)

- Venues for meetings will take account of the needs of all participants
- Venues for teaching and learning will take into account the needs of pupils and staff
- In accordance with the Equality Act of 2010, we have a Three Year Accessibility Plan, written by our SENCo.

Monitoring and Review

- This policy will be annually reviewed by the Heads and Proprietor and developed as appropriate.

Responsibilities

The Heads have responsibility for the Equal Opportunities policy, and for delegating responsibilities and tasks to other staff, also for ensuring that the policy is known and understood by staff, children and parents.

The Deputy Head (Academic), Heads and the Director of Teaching and Learning are responsible for ensuring equal opportunities in the curriculum.

All staff are responsible for following the policy and reporting incidents of unequal treatment to the appropriate senior member of staff.

Employment of Staff

Appointments

- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment.
- Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment (see Recruitment Procedure)
- No job applicant or employee receives less favourable treatment than another on racial grounds
- We will not discriminate against disabled people
- We will not discriminate directly or indirectly on religious grounds

- In connection with any dealing in relation to age as described in the Employment Equality (Age) Regulations, we will not discriminate in our employment process

Staff Development

- All employees have equal chances of training, career development and promotion
- All recruits to Garden House will be offered induction training which will include a reference to our Equal Opportunities Policy.
- Staff development opportunities will be monitored by the Deputy Head (Academic), Heads and the Director of Teaching and Learning.
- People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

Pupils

- Will not be discriminated against on the basis of race, religion or disability during the admissions and selection process.
- All pupils have equal access to the National Curriculum programmes of study throughout each Key Stage.
- The school is committed to a programme of educational inclusion.
- The SENCo and other relevant staff, discuss pupil needs and progress in meetings. On such occasions, the strategy for each individual child is focused around respect for the child's needs, the need for the pupil to have access to all opportunities within the school and the child's right to feel confident, happy and valued.
- School rules and the Kindness and Courtesy Code for pupils forbid the verbalisation or vocalisation of discrimination the grounds of race, culture, religious, gender, sexuality and ability/disability.
- Positive attitudes and awareness in relation to equality of opportunity is covered through the Life and Culture curriculum and extra-curricular activities, plus our SMSC programme, including assemblies, World Arts Day and other celebrations.
- Subject policies and documents enable equal opportunities.
- Appropriate provision or exemption is made, where feasible and desirable, for pupils with special dietary, dress or religious observance requirements or needs because of religious or cultural backgrounds.

Updated by Heads: January 2019

Review date: January 2020