

Longmoor Primary School



Equal Opportunities Policy

<i>Chair of Governors</i> <i>Signature: J. Wright</i>	<i>Date: 24th January, 2024</i>
<i>Chair of Governors</i> <i>Signature: J. Wright</i>	<i>Date: 19th January, 2022</i>
<i>Chair of Governors</i> <i>Signature: J. Wright</i>	<i>Date: 20th January, 2021</i>
<i>Chair of Governors</i> <i>Signature: Linda Fitch</i>	<i>Date: September 2018</i>

The Governing Body's policy is to provide education fairly to all pupils within the school and to give equal treatment to its employees, pupils and members of the community regardless of their age, disability, gender, marital status, ethnicity, religion, sexual orientation, HIV status or national origin.

The Governing Body promotes the elimination of discrimination and complies with the Sex Discrimination Act 1995/97 (as amended), Race Relations Act 2000 (as amended), Human Rights Act 1998, Asylum and Immigration Act 1996, Disability Discrimination Act 2005, Employment Equality Regulation (Sexual Orientation) 2003 and Employment Equality Regulation (Religion or Belief) 2003 together with relevant Codes of Practice and European Directives.

The Governing Body's Commitment

The Governing Body is committed to achieving the highest level of the Equality Standard for the school. All Governors, employees and those acting on behalf of the Governing Body or school are responsible for implementing the policy and have a continuing duty to challenge all forms of discrimination.

The Governing Body will:

- Provide advice and training to ensure that employees understand the implications of the policy and legislation and their responsibilities.
- Promote itself as an employer people are proud to work for and aims to achieve a balanced workforce which reflects the local labour market.
- Promote and support the principles of equal pay and equal opportunities.
- Promote and support education and training to increase awareness and eliminate discrimination.
- Ensure that services and resources are appropriate to the pupils and members of the community it serves.
- Monitor the curriculum ensuring that it provides opportunities for pupils to learn about the diverse nature of the society they live in and to promote tolerance and respect for others.

Monitoring and Evaluation

The Head Teacher will report to the Governing Body annually providing information on employees within the school according to age, disability, gender, grade and ethnicity. The Head Teacher will also report on any bullying incidents of both pupils and staff.

The policy will be reviewed regularly and adapted according to any changes in legislation.

Direct/Indirect Discrimination

The Governing Body recognises that there are different types of discrimination and works with pupils and employees of the school to ensure that these are restricted and ultimately eliminated. Working towards this goal the Governing Body and staff will:

- Ensure no individual is discriminated against because of their age, disability, gender, marital status, ethnicity, HIV status religion, age, sexual orientation or national origin. The only exception to this being if a genuine occupational requirement can be shown to apply.
- Ensure that no group within society is disadvantaged.
- Ensure that appropriate awareness training is provided in existing training courses to employees.
- Ensure that the curriculum provides opportunities for pupils to learn about the diverse nature of the society they live in and to promote tolerance and respect for others.

Equal Opportunities Policy Statements

The Governing Body is fully committed to the following policy statements:

Disability

The Governing Body is committed to eliminating unlawful discrimination and promoting equality of opportunity in the field of employment. It will, therefore, in conjunction with the Disability Discrimination Act 2005 and/or subsequent legislation including seeking to identify and remove discrimination. The Governing Body will not discriminate against candidates applying for vacancies within the school. Special consideration will, therefore, be given to the following:-

- Application forms and interview arrangements.
- Terms and conditions of employment.
- Staff development opportunities.
- Promoting equal opportunities
- Seeking specialist advice where appropriate

The Governing Body, wherever possible and practicable, will agree to make reasonable adjustments which will assist a person with a disability including:-

- Adjustments to premises.
- Reallocation of a disabled person's duties.
- Consideration of suitable alternative employment.
- Consideration of more flexible working, including altering the person's working hours.

- Allowing time off for rehabilitation, assessment or treatment
- Training.
- Acquiring or modifying equipment.
- Modifying instructions

Religion or Belief

The Governing Body is opposed to all religious discrimination. The Governing Body is fully committed to protect the right of individuals, regardless of their religion or belief, and will work for the elimination of all forms of discrimination on these grounds through training, awareness raising and implementation of anti-harassment procedures.

The Governing Body will:

- Respect an individual's right to follow and practice a particular religion, religious or similar philosophical belief and respect those individuals who do not do so.
- Encourage a culture which allows individuals to be open about their religious beliefs or otherwise.

Race Equality

The school recognises that people from ethnic minority groups face discrimination. The school recognises its general duty to promote race equality as set out in the Race Relations Act 2000 (as amended), as follows:

- To eliminate unlawful discrimination
- To promote equality of opportunity
- To promote good relations between individuals of different racial groups.

The Governing Body will:

- Provide fair consideration to all applicants, regardless of their ethnic origin, based entirely on their ability to do the job and give equal opportunity for training, career development and promotion for employees.
- Ensure that information provided by the school is accessible and, where necessary, targeted at ethnic minority or other identified groups.

Sex Equality

The Governing Body is opposed to all forms of sex based discrimination and will respect the right to dignity of all men and women. It will work towards equality of opportunity, while attempting to recognise and address historical and gender-specific discrimination.

The Governing Body will:

- Recognise family and caring responsibilities through the continued development of family friendly and carer support policies and provisions.

- Recognise that career patterns are often disrupted because of caring responsibilities and provide appropriate training and career development opportunities.
- Challenge sexist attitudes and practices both within the school and beyond.
- Give full consideration to applications for employment from individuals, based solely on their ability to do the job and give equal opportunity to training, career development and promotion for employees regardless of gender.
- Develop initiatives to address gender imbalances within the school.
- Ensure information over which the school has control or influence is non-sexist and uses positive images and language.

Sexual Orientation

The Governing Body recognises its general duty to protect people at work and in vocational training from discrimination on grounds of sexual orientation in accordance with the Employment Equality (Sexual Orientation) Regulation 2003. The school's policy is to protect the rights of individuals, regardless of their sexuality, and will work for the eradication of all forms of discrimination on these grounds through training, awareness raising and implementation of anti-harassment procedures.

Age Equality

Ageism is discrimination based on preconceived ideas of an individual's capabilities at certain stages in their lives and is often targeted at younger and older people. The school is opposed to discrimination on the grounds of age.

The Governing Body will:

Ensure that age is not a barrier to recruitment, selection, promotion, training or personal development.

Ensure that age will not be considered adversely where redundancy and retirement may apply.

Harassment

The Governing Body recognises that harassment, discrimination, victimisation or bullying of any nature is unacceptable. All staff should be secure in the knowledge that they can bring a complaint without fear of ridicule or reprisal. It is also recognised that harassment or victimisation may occur when an individual has or intends to make a complaint, or give evidence about discrimination or harassment. Specific procedures are in place to enable an individual to pursue a complaint and for appropriate action to be taken.

The Governing Body will:

- Ensure that employees are aware of harassment procedures.

- Ensure that complaints are dealt with in a sensitive manner.
- Monitor complaints
- Provide support for any individual within the school who is experiencing harassment, victimisation or discrimination.

Changes to employees' circumstances

All staff should be aware that they must inform the Head Teacher and Governors of any change in their circumstances which could affect their working conditions in conjunction with this policy. The Governing Body also encourages employees to seek advice from their union.

Complaints and Resolution of Disputes

If the school receives a complaint relating to any aspect of this Policy which cannot be resolved informally the complaint will be dealt through the school's Complaints Procedure.

This policy will be reviewed annually to reflect any changes in legislation and law