

Fairfield First School

Equal Opportunities Policy

1 Equal Opportunities Statement

The school supports the right of all to freedom from discrimination and commits itself to a comprehensive policy of equal opportunity. The fundamental British values of Democracy, Rule of Law, Individual Liberty, Mutual Respect and Tolerance for those with different faiths and beliefs are at the heart of this policy and of the School's ethos.

It is part of the schools' ethos to respect and value each person as an individual human being, each with their own gifts and challenges. The school recognises the 9 protected characteristics as detailed in the Equality Act 2010 and is opposed to all forms of discrimination both direct and indirect against any person or group of people on the grounds of race, sex, gender reassignment, religion or belief (including lack of belief), disability, age, marriage / civil partnership, pregnancy / maternity and sexual orientation.

The staff recognise their responsibilities in preparing young people for life in our culturally diverse society and showing, by example, the value of respect for each other, as well as self-respect. The school also recognises the opportunity to demonstrate this commitment as an employer.

2 Aims

2.1 To not discriminate against anyone, be they staff or pupil, on the grounds of race, sex, gender reassignment, religion or belief (including lack of belief), disability, age, marriage / civil partnership, pregnancy / maternity and sexual orientation. This is in line with the Equality Act 2010 and covers both direct and indirect discrimination.

2.2 To promote the principles of fairness and justice for all through the education that we provide in our school and to promote and foster the children's understanding of what discrimination is; that it is against the law to discriminate against anyone on the grounds of the 9 protected characteristics; and why it is wrong to do this.

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

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

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

2.6 To challenge stereotyping and prejudice whenever it occurs and to create a non-discriminatory environment for pupils.

2.7 To celebrate the cultural diversity of our community and show respect for those with different faiths and beliefs or those who are from different cultures or backgrounds.

2.8 To provide positive educational experiences and support for all individuals and to promote positive social attitudes and respect for all.

3 Anti-racism

3.1 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 will act immediately to prevent any repetition of the incident. A log is kept in the Headteacher's Office.

3.2 We endeavour to make our school welcoming to all. We promote an understanding of different cultures through the topics studied by the children and we reflect this in the displays of work shown around the school.

3.3 Our curriculum reflects the attitudes, values and respect that we have for people from different countries and cultures.

3.4 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.

4 The role of Governors

- 4.1** The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
- 4.2** The governing body seeks to ensure that the recruitment, selection, training and promotion of staff are based solely on the criteria of merit and that no job applicant or employee will receive less favourable treatment on the grounds of race, sex, gender reassignment, religion or belief (including lack of belief), disability, age, marriage / civil partnership, pregnancy / maternity and sexual orientation.
- 4.3** The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities and will review the schools Disability Equality Scheme and Accessibility Plan annually.
- 4.4** The governors welcome all applications to join our school, whatever background or disability a child may have.
- 4.5** The governing body ensures that no child is discriminated against whilst in our school on account of their race, sex, gender reassignment, religion or belief (including lack of belief), disability and sexual orientation.
- 4.6** Should the need arise; the governing body will also adhere to this equal opportunity policy when considering redundancy or dismissal.
- 4.7** The governing body will take seriously its responsibility to protect staff and pupils from harassment and victimisation **and will** take serious consideration of any complaints regarding equal opportunity issues from parents, staff or pupils. The School's complaints and grievance policy and procedures will be followed whenever complaints are received. Such complaints will always be taken seriously and appropriate action taken.

5 The role of the Headteacher

- 5.1** It is the Headteacher's role to implement the school's equal opportunities and anti-racist policy and s/he is supported by the governing body in so doing.
- 5.2** It is the Headteacher'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.
- 5.3** The Headteacher 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. Applicants will be given clear information in the form of a job description including details of "person specification" where relevant. Additionally, all application packs will include a Worcestershire County Council Equal Opportunities Monitoring Form, which states that "Worcestershire County Council is committed to the elimination of all forms of unjustifiable discrimination."
- 5.4** The Headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, e.g. in assemblies, where respect for other people is a regular theme, and in displays around the school.
- 5.5** The Headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness and records such incidents in a log book kept in his office. All entries will be monitored and action will be taken to try to ensure adherence to this policy.
- 5.6** The Headteacher ensures that parents are made aware of the school's commitment to equal opportunities by the inclusion of a statement on our website.

6 The role of School Staff

6.1 School Staff ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child and our staff strive to achieve equality in our application of discipline and the attention given to pupils.

6.2 When selecting classroom material, staff pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Our staff strive to provide material that gives positive images of all groups.

6.3 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.

6.4 All staff challenge any incidents of prejudice or racism. Any such incidents are drawn to the attention of the Headteacher and recorded in the school log book. Teachers support the work of ancillary or support staff and encourage them to intervene and challenge any form of discrimination.

7 Monitoring and review

7.1 It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by:

- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- requiring the Headteacher to report to governors on an annual basis on the effectiveness of this policy;
- monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

This policy was approved by the Governing Body on:

This policy will be reviewed in: April 2019

Governor Responsible: Susan Schwab