

## **Oakwood School Equal Opportunities Policy**

This policy applies to the whole school, including the EYFS

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### **Definitions:**

“EAL”	English as an additional language
“MIS”	Management Information System
“SENCO”	Special Educational Needs Co-ordinator
“SEN”	Special Educational Needs
“SMT”	Senior Management Team
“SPEN”	Specific and Extended Learning Needs

## **1 Introduction**

- 1.1** Our school's mission statement talks of valuing the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. This policy is intended to help ensure that the school provides all pupils with the opportunity to experience, understand and celebrate diversity, irrespective of their background.
- 1.2** In line with the Equality Act (2010) and as employers and providers of education, our school does not discriminate against anyone, be they staff or pupil or parent, with regard to the following protected characteristics as listed in the above Act: sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

## **2 Aims and objectives**

- 2.1** Our school aims to be an inclusive school. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual pupils, or groups of pupils. This means that equality of opportunity must be a reality for our children. We do this to the best of our ability through the attention we pay to the different groups of children within our school:
- Girls and boys;
  - Minority ethnic and faith groups;
  - Children who need EAL support;
  - Children with special educational needs, learning difficulties and/or disabilities;
  - Able, gifted and talented children;
  - Children who come from a range of different family situations.
- 2.2** Our school does not tolerate bullying, harassment or discrimination of any kind. We promote the principle of fairness and justice for all through the education that we provide in our school. We value diversity and differences, enabling children to acquire an appreciation of and respect for their own and other cultures.
- 2.3** We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school, so that the individual needs of all children are met.
- 2.4** We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.
- 2.5** We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.
- 2.6** We challenge personal prejudice, inappropriate attitudes and practices & stereotypical views whenever they occur.
- 2.7** We value each pupil's worth and we show respect for all minority groups. All pupils are included, valued and supported in our school.
- 2.8** We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes, and respect for all.
- 2.9** Pupils are encouraged to value and respect others through spiritual, moral, social and cultural education, the tutorial system, class discussions, assemblies and the emphasis on character development. We actively promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.
- 2.10** Oakwood is committed to working with parents and other agencies as required in order to ensure that our aims in terms of equal opportunities are met.

### **3 Racial equality**

**3.1** In our school we:

- strive to eliminate all forms of racism and racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial and ethnic groups.

- 3.2** It is the right of all pupils to receive the best education that our school can provide, with access to all educational activities organised by our school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures.
- 3.3** We endeavour to make our school welcoming to all minority groups. We have multi-cultural resources available to all children throughout the school.
- 3.4** Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

#### **4 Disability non-discrimination**

- 4.1** Legislation states that 'a person suffers from a disability if he or she has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out day-to-day activities'.
- 4.2** We recognise that some children in our school may have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the school. All reasonable steps are taken to ensure that these children are not placed at a substantial disadvantage compared to able bodied children, within the limits of the resources available.
- 4.2** The school is committed to providing an environment that allows disabled children or those with special educational needs full access to all areas of learning. An accessibility plan has been prepared to accommodate this.
- 4.3** Teachers make reasonable adjustments by modifying teaching and learning as appropriate for children with disabilities or learning difficulties. For example, they may give additional time to complete certain activities, or modify teaching materials, or offer alternative activities where children are unable to manipulate tools or equipment.
- 4.4** Our SENCO ensures that elements of the SEN Code of Practice are in place as appropriate throughout the school.

#### **5 Gender equality**

- 5.1** We recognise that nationally the achievement of boys is falling behind that of girls. We are committed to seeing all individuals and groups of pupils making the best progress possible in our school.
- 5.2** We have put in place a number of measures to raise the achievement of our boys. These include:
- dealing with negative aspects of boys' behaviour, including bullying and name-calling;
  - removing gender bias from our resources;
  - making sure that our displays reflect boys and men as effective learners and achievers;
  - encouraging boys to read fiction.
- 5.3** We realise that although gender is one of the key factors affecting educational performance, it affects different sub-groups of boys and girls in different ways. Social class, ethnic origin and local context are all strongly linked to performance. We also

seek to ensure that policies designed to improve our boys' attainment do not do so at the expense of achievement by our girls.

## **6 The role of governors**

- 6.1** In this policy statement the PACT governing body has set out its commitment to equal opportunities, and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.
- 6.2** The governing body collects, analyses and evaluates a range of school data. We check that all pupils are making the best possible progress, and that no group of pupils is underachieving. To do this we monitor:
- admissions;
  - attainment;
  - exclusions;
  - rewards and sanctions;
  - parents' and pupils' questionnaires.
- 6.3** The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment properly accommodates people with disabilities.
- 6.4** The governors welcome all applications to join the school, whatever background or disability a child may have.
- 6.5** The governing body ensures that no child is discriminated against whilst in our school on account of any of the protected characteristics listed in the policy introduction. All children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's culture or religion has a bearing on school uniform, then the school will deal with each case sensitively, and with respect for the child's cultural traditions.

## **7 The role of the Head**

- 7.1** It is the Head's role to implement the school's policy on equal opportunities, and he is supported by the Deputy Heads and governing body in so doing.
- 7.2** It is the Head's role to make sure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 7.3** The Head ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against.
- 7.4** The Head promotes the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.
- 7.5** The Head promotes respect for other people in all aspects of school life; in the assembly, for example, respect for other people is a regular theme, as it is also in displays around the school.
- 7.6** The Head views all incidents of unfair treatment, and any racist incidents, with due concern. Any allegations and incidences of a serious nature are recorded in the Incidents File (and/or on the MIS).

## **8 The role of the class teacher**

- 8.1** Class teachers do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.
- 8.2** When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups.
- 8.3** We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we approach sensitive issues. So, for example, history topics include examples of the significant contributions women have made in this country's history. In geography the teacher attempts to counter stereotypical images of Africa and Asia, and to show the true diversity of development in different parts of the world.
- 8.4** All our staff challenge any incidents of prejudice or racism. Class teachers will endeavour to speak to all parties concerned as soon as possible after any such incident. If the matter is not resolved or in the case of a more serious incident, parents may be informed and a meeting may be requested with the class teacher and/or a Deputy Head. The SMT discuss any such incidences during their weekly meetings and they ensure that any notes are recorded in the Incidents File (and/or on the MIS).

## **9 Monitoring and review**

- 9.1** Our Head monitors the effectiveness of this policy on a regular basis, reporting appropriately to our governing body and, if necessary, making recommendations for any improvements to this policy.
- 9.2** Our governors acknowledge their responsibility to ensure that this policy is administered fairly and consistently and meets all current regulatory requirements.
- 9.3** In order to ensure inclusive practices at our school, governors will:
- monitor our staff appointment process, so that no-one applying for a post at this school is discriminated against;
  - take into serious consideration any complaints from parents, staff or pupils regarding equal opportunity;
  - monitor the school's behaviour policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.
- 9.4** This policy will be formally reviewed every two years, however it will be amended earlier if legislation or school procedures change prior to that time.

**Signed: L Sanders**

<b>This policy will be reviewed every 2 years</b>
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<b>Version</b>	<b>5</b>
<b>Date</b>	<b>2nd March 2022</b>
<b>Author</b>	<b>Mrs Linda Sanders</b>
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This policy should be read in conjunction with the following related policies:  
Anti-Bullying; Cyberbullying; Behaviour & Discipline; EAL; SPEN