

# NORTHFIELD SCHOOL EQUAL OPPORTUNITIES POLICY

<b>Date adopted</b>	<b>February 17</b>
<b>Signed by chair of Teaching &amp; Learning committee</b>	
<b>Member of staff responsible for monitoring</b>	<b>Headteacher</b>
<b>Review frequency</b>	<b>Biennial</b>



## **Definition**

Equal Opportunities is about ensuring that every member of the school community is regarded as being of equal worth and importance, irrespective of culture, race, gender, sexual orientation, learning abilities, sensory or physical impairment, social class or lifestyle; it is about recognising differences, meeting individual needs and taking positive action, so that everyone has equal access to the educational opportunities offered by the school; it is also about regularly monitoring progress and achievement.

## **Principles**

Northfield School is committed to Equal opportunities and Inclusion. We aim to engender a sense of community and belonging, and to offer new opportunities to learners who may have experiences previous difficulties. We model Equal Opportunities and inclusion in our staffing policies, relationships with parents and carers and the community in order to meet legislative requirements as laid down in the Equality Act 2010.

Equal opportunities is the responsibility of the whole school community and must be reflected throughout the organization of the school and be addresses in the taught and hidden curriculum. The school ensures that's all staff expectations of different race/ religious belief groups are no different.

All staff, governors, parent/guardians and pupils regardless of race, ethnicity, disability, sexual orientation and socio-economic background, are welcome and will be encouraged to participate in the life of the school.

The school recognizes its responsibilities under the Race Relations Act, Sex Discrimination Act and Disability Discrimination Act to eliminate discrimination and to promote good relations.

## **Aims**

- Offer equal opportunities regardless of race, culture, gender, academic ability, physical ability or class.
- Provide an environment free from social, sexual or cultural prejudice for all members of our school community.
- Achieve an environment in which members of the school community can be respected as individuals and in which the varied experiences of the community can enrich the life of the school.

## **Actions**

Statements of equality dimensions and opportunity will be printed in all relevant school documentation e.g. school prospectus, vision statement, policies and in the staff handbook.

Governors, staff and pupils will receive training in relevant aspects of equal opportunities to ensure their ability to actively support this policy.

Parents and pupils will receive information detailing the school's rules identifying expectations of behaviour, this can also be seen found on the school website.

The school will make all reasonable effort to ensure that meetings are accessible and convenient for all and take into account particular needs and requirements, e.g. physical access, child care and interpreter support.

What follows are the different areas in which the school will pay particular attention to ensuring that there is Equal Opportunity for all.

### **Equal Opportunities - Multi-Cultural:**

It is our school policy:

- To incorporate a balanced view of the world through a multi-cultural approach.
- To recognise that our pupils are world citizens who will meet a wide variety of cultures throughout their lives.

### **Equal Opportunities – Gender**

It is our school policy:

- To seek to promote non-sexiest attitudes in both children and staff.
- To allow children equal access to opportunities which will equip them for adult life and to achieve challenging expectations.
- To work towards the eradication of sexual stereotyping.

### **Equal Opportunities - Race:**

It is our school policy:

- That no child or adult should be treated in any way differently, or in a derogatory manner, because of their race.
- To challenge racism in the context of a caring school community.

In order to fulfil the above, the following types of behaviour will not be tolerated:

### **Equal Opportunities - Ability:**

It is our school policy:

- To recognise good effort and attitudes regardless of academic achievement.
- To allow all children access to equipment, resources and teacher time regardless of their academic achievements.
- To value all efforts and achievements of children in all areas of the curriculum.

### **Religion**

It is our school policy:

- Not to discriminate against others because they belong to an organised religion such as Christianity, Judaism or Islam
- Not to discriminate against others because they have a profound belief which affects your way of life or view of the world. This includes religious and philosophical beliefs, or a lack of belief, such as Atheism

- Not to discriminate against others because they take part in collective worship

We believe that educational inclusion is about equal opportunities for all learners, whatever their age, gender, ethnicity, impairment, attainment and background, including those identified as having special educational needs. All children have a common entitlement to a broad and balanced academic and social curriculum, which is accessible to them, and to be fully included in all aspects of school life.

This does not mean that we will treat all learners in the same way, but that we will respond to learners in ways which take account of their varied life experiences and needs. We recognise that pupils learn at different rates and that there are many factors affecting achievement, including ability, emotional state, age and maturity. We believe that many pupils, at some time in their school career, may experience difficulties which affect their learning, and we recognise that these may be long or short term.

At Northfield we aim to identify these needs as they arise and provide teaching and learning contexts which enable every child to achieve to his full potential.

#### **Equal Opportunities - Class:**

It is our school policy:

- That children should not be treated in any way differently because of an assumed social class.
- That assumptions will not be made as regards class difference.

#### **Equal Opportunities - Physical Disability:**

It is our school policy that:

- Children should not be treated in any way differently to others due to their individual physical disabilities and needs.
- A provision should be made for the individual special needs of any disabled children within our school community.
- A physically disabled child has a right to take part in all activities within the school environment in so far as their individual disability allows them to do so.

### **MANAGING EQUALITY IN PRACTICE**

1. **Admission** - The school follows the Governing Body Admission Policies that do not permit gender, race, colour or disability to be used as criteria for admission.

2. **Registration** - Pupils' names will be accurately recorded and correctly pronounced. Pupils will be encouraged to accept and respect names from other cultures.

3. **Discrimination** -All forms of discrimination by any person within the school's responsibility will be treated seriously as such behaviour is unacceptable. Racist symbols, badges and insignia on clothing and equipment are forbidden in school. Staff should be aware of possible cultural assumptions and bias within their own attitudes. In all staff appointments the best candidate will be appointed based on strict professional criteria. Parents should be aware of the school's commitment to equal opportunities. Incidents will be recorded.

4. **Language** - The school views linguistic diversity positively. Pupils and staff must feel that their natural language is valued.

5. **Resources** will be provided for all pupils according to their needs, irrespective of sex, ability or ethnic origin. Current resources and new acquisitions will be monitored by Heads of Departments to ensure the promotion of a positive image regarding race, gender and special need. The library resources are regularly reviewed to ensure they include books that reflect the range of special educational needs issues and come from a disability equality perspective.

6. **Displays** reflect a positive image of race/religious belief, gender, physical ability and special need. All children are given the opportunity to contribute to display throughout the school and their contributions are valued.

7. **The Schools Monitoring and Evaluating System** for regularly observing, assessing and recording the progress of children is used to identify children who are not progressing satisfactorily and who may have additional needs. Whole school monitoring and evaluation procedures will include sampling of work and observations. Target setting for all pupils takes place daily, half-termly and within each Key Stage.

### **EQUAL OPPORTUNITIES SPECIFIC TO STAFF**

Northfield School is an equal opportunities employer. The School prides itself in providing equal opportunities for all of its employees and children regardless of disability, religion, sexual orientation, culture, gender, ethnic origin, colour, class or age.

### **Protected Characteristics**

No employee or prospective employee will receive unfair or unlawful treatment on the grounds of a Protected Characteristic, because they are perceived to have a Protected Characteristic or because they are associated with someone who has a Protected Characteristic, in particular but not only, in relation to:

- Recruitment and selection
- Promotion, transfer and training opportunities
- Benefits, terms and conditions of employment
- Grievance and disciplinary procedures
- Termination of employment including redundancies
- Conduct at work
- Procedures ensure fair and equitable treatment in relation to admission and assessment of students

The principles of non-discrimination and equality of opportunity also apply to the way in which staff must treat visitors, pupils, parents, suppliers and former members of staff.

Please check the race equality and child protection policies for further details on the PREVENT agenda.

### **Implementation**

The School with the assistance of the staff will:

- Break down any barriers to equality of opportunity which may prevent staff members realising their full potential or accessing benefit
- Advertise vacancies and ensure job selection criteria are appropriate for the job.

- Promptly and fully investigate all complaints of discrimination and harassment, taking appropriate action where necessary.
- Ensure that all members of staff are fully informed and trained on this Policy.
- Monitor the composition of the School and the effects of its recruitment practices.
- Existing procedures are reviewed and examined to ensure they are not discriminatory in their operation
- Language used in official communication reflects the letter and spirit of the policy
- Encourage parental involvement by improving communications with them. We encourage all parents to visit the school. There are two parents' evenings a year and the annual prize giving.

### **Recruitment and Selection**

Northfield School is committed to achieving and maintaining a workforce which represents the population within our recruitment areas in terms of race, colour, nationality, national or ethnic origins, religion or belief, gender, sexual orientation, pregnancy or maternity, marital or civil partnership status, gender reassignment, age and disability (together known as "Protected Characteristics"). The school recruitment process reflects the values of this policy.

### **Monitoring of the policy**

We will evaluate our policy regularly and update the areas for action. SLT will liaise with appropriate agencies and report any issues that arise concerning this policy.