

## **School Equal Opportunities Policy**

**School:** Sully Primary School

**Member of Staff Responsible for the Policy:** Mrs Andrea Waddington

**Date:** October 2023

**Date of Next Review:** October 2025

### **PURPOSE**

The purpose of this policy is to outline the school's commitment to promoting equality of opportunity in the management and organisation of the school, including employment, the curriculum, extra curricular activities and the treatment of individuals.

### **BACKGROUND**

This document details the school's commitment to equal opportunities and fulfilling its legal obligations under the Equality Act 2010. It provides protection under the Act for all protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

This document sets out how Sully Primary School intends to comply with this requirement. This policy is a positive commitment by the school to work towards equality of opportunity and to ensure that discrimination and harassment are combated.

## **POLICY STATEMENT**

### **Scope**

This policy covers all employees of the school. Direct services such as catering, cleaning, ground maintenance and building contractors are outside the scope of the policy. However, it must be borne in mind that liability can be accrued if any school employee aids any such contractor to discriminate against any of its own employees or workers. Accordingly, where relevant and reasonably possible all employees of the school should apply the principles of the equal opportunities policy to any dealings, they have with any person engaged to carry out work for the school or on its premises.

This policy provides a framework for governing bodies and headteachers to provide consistent support and guidance to their employees.

The policy covers all education and associated services for pupils and prospective pupils including extra-curricular activities and school trips.

### **Statement of Values**

This school will work towards ensuring that the curriculum, extra curricular activities, organisation and management of the school shall be such that no individual within the school community will be denied opportunities or receive less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

This school embraces equality of opportunity in employment irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

Unfair assumptions, stereotypes, prejudices, and discrimination are all unacceptable in the drive towards equalities.

**This policy is applicable to all members of the school community including, but not limited to, pupils, staff, parents and governors.**

Sully Primary School strives to ensure that the culture and ethos of the school are such that, all members of the school community, will be equally valued and treat one another with respect. Everyone should be provided with the opportunity to experience, understand and celebrate diversity.

## **PRINCIPLES**

### **Promoting Equality of Opportunity in teaching and curriculum**

In order to make the whole curriculum and extra-curricular activities (including school trips) accessible for all pupils at the school we shall foster a climate in which equality of opportunity is supported by a policy to which the whole school subscribes and in which

positive attitudes to gender, equality, cultural diversity and special needs of all kinds are actively promoted.

Equal Opportunities is about assisting all children/individuals to fulfil their potential. There is a commitment to providing equal opportunities for all pupils and a recognition that preparation for life in a diverse and multicultural society is relevant, thus permeating every aspect of the Curriculum for Wales.

Guidance for the curriculum should enable pupils to:

- Recognise and value cultural differences and diversity
- Respect others, value their achievements and their uniqueness and recognise the importance of equality of opportunity
- Value and celebrate cultural difference and diversity
- Value cultural diversity and equal opportunity and respect the dignity of all
- Be moved by injustice, exploitation, and denial of human rights
- Understand cultural differences and recognise expressions of prejudice and stereotyping
- Value cultural diversity and equal opportunity and respect the dignity of all
- Recognise and know how to challenge expressions of prejudice and stereotyping.

The school will take account of and challenge attitudes and stereotypes present in society, which consider that some subjects are less or more relevant for one gender than for the other gender. The school will also deal explicitly with gender issues including peer pressure and sexual harassment as well as developing personal skills such as co-operation and negotiation and analyse resources for gender bias.

For pupils from ethnic minority backgrounds the school recognises that there may be a need for language support in the classroom and take into account the fact that learning is likely to be influenced by different cultural backgrounds and different experiences.

Introducing multicultural perspectives into the curriculum will be a way of enriching the education of all our pupils. It will give pupils the opportunity to view the world from different standpoints, helping them to question prejudice and open-mindedness.

The governing body will not treat a pupil less favourably or discriminate against a pupil without justification by refusing admission to them or excluding them from the school for a reason related to the pupil's disability, race, or gender.

## **Tackling Discrimination**

In Sully Primary School any form of direct or indirect discrimination (less favourable treatment) based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation will be unacceptable.

Sully Primary School is committed to showing respect and appreciation of individuals and to educating and preparing pupils to live in a culturally diverse society. The school is committed to remove unfair stereotypes and/or prejudices and barriers/obstacles to learning.

The following policies have been put in place to tackle discrimination, harassment or bullying on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation:

- Anti-bullying

- Anti-radicalisation
- E-Safety
- Strategic equality plan

## Employment

This school will aim to ensure that every job applicant and employee receives equality of opportunity regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and is not disadvantaged by any conditions or requirements which cannot be shown to be justified. Individuals will be selected, promoted and treated in their general employment based on their relevant merits and abilities.

The Equality Act 2010 gives both women and men the right to equal pay for equal work, with women and men being legally entitled to be paid at the same rate for like work, work rated as equivalent, and work of equal value. As set out in the Equality Act 2010, men and women in the same employment performing **equal work** must receive equal pay, unless any difference in pay can be justified. Governing bodies will need to take the provisions of the Equality Act into account when exercising their powers in respect of terms and conditions on which staff are to be appointed.

This extends to all school employees and potential employees and school governors.

The governing body will be responsible for defining jobs where there is a genuine occupational qualification or requirement (advice can be provided from the Council's Equality Section where required).

## Responsibility

All employees and members of the school share the responsibility to ensure that the school's equal opportunities policy operates fairly and effectively.

In summary the **governing body**;

- Must not unlawfully discriminate on the grounds of a protected characteristic
- Must take account of the Equality Act 2010 when implementing the provisions of the School Teachers' Pay and Conditions (Wales) Document and NJC terms and conditions.
- Should promote and practice consistent application of the equal opportunities and other relevant equality policies (e.g. Strategic Equality Plan, Access Strategies, Harassment and Bullying policy)
- Should ensure that all individuals with responsibility for staffing issues are fully aware of their responsibilities about equal opportunities

In summary the **headteacher**

- Should abide by the provisions of equality legislation
- Will take, as delegated by the Governing Body, a leading role in the implementation of the Equal Opportunities Policy
- Will promote and put into practice the consistent application of the policy
- Will communicate the school's equal opportunities policy to all teaching and non-teaching staff

- Will ensure that teaching and non-teaching staff receive relevant training where required on equal opportunities legislation and good practice

In summary all other **teaching and support staff:**

- Should comply with the provisions set out in the School's equal opportunities policy
- Should be diligent when looking out for and dealing with any incidents including harassment and bullying relating to a pupil's protected characteristic (actual or perceived)
- Show respect and appreciation for pupils and other employees contributing towards a happy and caring environment
- Foster a sympathetic awareness and understanding of cultural diversity

### **Breach of the Policy**

Breaches of policy will be dealt with in the same ways that breaches of other school policies are dealt with, e.g. staff disciplinary rules, racial harassment policy [pupil discipline]. Any appropriate action will be determined by the headteacher and governing body.

### **Resources**

Where possible, with the constraints placed upon it, the governing body will make available any resources appropriate to ensure the full and effective implementation of this policy.

A positive commitment will be made to identifying and resourcing the different needs of pupils/students to enable them to benefit to the fullest extent from the opportunities offered to them.

### **Publishing the Policy**

Staff will be informed of the Equal Opportunities Policy as part of their induction programme when joining the school.

Parents will be able to access the policy via the school website.

### **Equal Opportunities Monitoring**

The School will develop or incorporate equality monitoring into relevant monitoring systems including:

The achievement of all pupils by gender, racial group, disability .

Recruitment/promotion and training monitoring data for staff by gender, racial group and disability.

Analysis of all complaints lodged by pupils or employees based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

The School's Race Equality Scheme also outlines specific monitoring requirements under the Race Relations (Amendment) Act (please refer to the Race Equality Scheme).

## **DATE OF NEXT REVIEW**

This policy will be reviewed on the basis of every two years or in light of any developments in employment legislation or good employment practice. The date of the next review will be: October 2023

Further advice can be obtained from Corporate Equalities Section /HR Business Partner