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Windrush Valley School

Policy Documents Annual Review Record

Citation	<u>This document shall be cited as:</u> Equal Opportunities (including everyone) Policy <u>and incorporating the following policies:</u>
Regulatory standard	
Person responsible	The Headteacher
Comments to	The Headteacher
Last reviewed/updated	May 2019
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Reason for review/update	Regular review cycle
Person reviewing/updating	Alan Wood
Source/author	Alan Wood
Implementation	Immediate and on-going
Governor's Review	Eve Leung 8 th May 2019



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Equal Opportunities Policy

Statement of Principle

This policy applies equally to all pupils including those in the EYFS. The school recognises and accepts that all children and their families need to be included and that discrimination on the grounds of inequalities is unacceptable. The school recognises and accepts the need to tackle unlawful discrimination, to promote equality of opportunity, and to promote good relations between all people, and will do so through all of its functions, actions and performances.

Aims and objectives

Windrush Valley School (the school) does not discriminate against anyone, staff or pupil, on any grounds, in accordance with the Equality Act 2010, the 1976 Race Relations Act, as amended by the Race Relations (Amendment) Act 2000, and covers both direct and indirect discrimination. The school actively supports The United Nations Convention on the Rights of the Child through Articles 29c, 19d, 7, 8 and 30.

- Promotes the principles of fairness and justice for all through the education provided.
- Ensures that all pupils have equal access to the full range of educational opportunities provided by the school.
- Constantly strives to remove any forms of indirect discrimination that may form barriers to learning.
- Ensures that all recruitment, employment, promotion and training systems are fair to all, and provides opportunities for everyone to achieve.
- Challenges stereotyping and prejudice whenever it occurs.
- Celebrates the cultural diversity of the community and shows respect for all minority groups.
- Provides positive educational experiences and support for each individual's point of view in order to promote positive social attitudes and respect for all.

Anti-racism

The school recognises that 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. Discriminatory behaviour in any form is not tolerated. In the event of such an incident occurring, the Proprietor and Headteacher will act immediately to prevent any repetition of the incident and to provide support to enable victims of discriminatory behaviour overcome any difficulties they may have.

The school welcomes all minority groups and promotes an understanding of their different cultures through the topics studied by the children, and reflects this in the displays of work shown around the school. Through its bespoke programme 'My World' the curriculum reflects

the attitudes, values, traditions and cultures of minority ethnic groups; for example, in the religious education topics on religious festivals.

The Proprietor of Windrush Valley School

The Proprietor has set out the commitment to promoting equality of opportunity for everyone in this policy statement, and will continue to do everything to ensure that all members of the school community are treated fairly and equally. The Proprietor seeks to ensure that people from minority groups are not discriminated against when applying for posts within the school. The Proprietor takes all reasonable steps to ensure that the school environment gives access to people with disabilities. The Proprietor will, in the annual appraisal of the company, refer to arrangements for pupils with SEND (including those with an EHC plan) and to the outcomes of the monitoring and reviewing of this policy.

The Proprietor welcomes all applications to join the school, whatever background or disability a child may have, in accordance with the Special Educational Needs Policy and with due regard to Sections (1) and (3) of the Education Act 1996. The Proprietor ensures that no child is discriminated against on account of their disability, beliefs, sex, religion or race. All children have access to the full range of the curriculum, and regulations regarding school uniform are applied equally to boys and girls. In the event of a child's religion affecting the school uniform regulations, the school deals with the parents sensitively and with respect for their cultural traditions.

The Proprietor ensures that monitoring information is used effectively to remove any barriers to admission to the school or to accessing the curriculum for any pupil.

The duty and function of the Headteacher

The duty and function of the Headteacher in respect of this, and all school policies, is a matter of contractual obligation.

- Implements the Proprietor's Equal Opportunities Policy.
- Ensures that all staff are aware of the school policy on equal opportunities, and that staff apply these guidelines fairly in all situations.
- Ensures that all appointments pay due regard to this policy.
- Ensures that no one is discriminated against with respect to employment or training opportunities.
- Promotes the principle of equality of opportunity when developing the curriculum,
- Promotes respect for other people in all aspects of school life; for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.
- Treats all complaints of discriminatory behaviour with due seriousness. Every incident, however insignificant it may appear, is treated as serious, recorded as such in the Headteacher's logbook and reported to the Proprietor for immediate action.

The role of staff

The duty and function of staff in respect of this, and all school policies, is a matter of contractual obligation.

- Ensure that children are treated fairly, equally and with respect.

- Pay due regard to the sensitivities of all children, and not only provide resources that are neither anti-discriminatory in nature, but also ensure that learning materials give positive images of minority groups and, furthermore, challenge stereotypical images of minority groups.
- Use this policy to guide the design of their schemes of work, both in the choice of topics for study and how they approach sensitive issues.
- Challenge any incidents of discriminatory behaviour.

Monitoring and review

The Proprietor monitors the effectiveness of this policy 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 to ensure no-one is discriminated against;
- Requiring the Headteacher to report to the Proprietor on an annual basis on the effectiveness of this policy;
- Taking into serious consideration all complaints regarding equal opportunity issues from parents, staff or pupils;
- Monitoring all of the school's policies, so ensure those pupils from minority groups are treated equally.

Alan Wood
January 2018