



Tickford Park Primary School
Safeguarding Policy

Equal Opportunities
Policy

Date: Summer 2016

Person Responsible for Policy (*Job Title*): Headteacher

Date of Approval: Summer 2016

Approved By: Full Governing Body

Cycle of Review (*eg two years*): Every 3 years

Date Next Review is Required: Summer 2019

Equal Opportunities Policy

Legislation

The Equality Act 2010 (the Act) provides a modern, single legal framework with three broad duties:

- ❑ Eliminate discrimination;
- ❑ Advance equality of opportunity; and
- ❑ Foster good relations.

Tickford Park Primary School fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- ❑ Age;
- ❑ Disability;
- ❑ Race, colour, nationality, ethnic or national origin;
- ❑ Sex (including transgender);
- ❑ Gender reassignment;
- ❑ Maternity and pregnancy;
- ❑ Religion and belief;
- ❑ Sexual orientation; and
- ❑ Marriage and civil partnership (for employees).

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties.

These are to:

- ❑ Publish equality information – to demonstrate compliance with the general duty across its functions - We will not publish any information that can specifically identify any child.
- ❑ Prepare and publish equality objectives - to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions including the following functions:
 - Admissions;
 - Attendance;
 - Attainment;
 - Exclusions; and
 - Prejudice related incidents.

Our objectives will detail how we will ensure equality is applied to the services listed above however; where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

Tickford Park Primary School will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- (a) increasing the extent to which disabled pupils can participate in the curriculum;
- (b) improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and
- (c) improving the availability of accessible information to disabled pupils.

The School's leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. We will consider equality implications before and at the time that we develop policy and take decisions.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

1. The Policy

Tickford Park Primary School's Equal Opportunities Policy draws together all previous equality legislation and details how the School is fulfilling the requirements of the Act.

2. Our Ethos

This school is a place where:

- learning is fun;
- children are prepared for their future;
- all efforts are acknowledged and celebrated;
- everyone is valued and respected as an individual;
- we will educate our children about equality and diversity and where we pledge to meet the needs of all our individuals;
- everyone is encouraged to be part of and contribute to the community; and
- encourage everyone to make healthy life choices.

3. Addressing Prejudice Related Incidents

Tickford Park Primary School is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents do occur we address them immediately, and where appropriate report them to the Milton Keynes Council using their guidance material and also to the Board of Governors. The Local Authority may provide some support.

4. Responsibility

We believe that promoting equality is everyone's responsibility.

The School eliminates discrimination and other conduct that is prohibited by the Act. We also actively advance equality of opportunity and foster good relations between people who share a protected characteristic and people who do not share it.

We do this by measures that include:

- (a) for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- (b) for staff - implementation of policies on equal opportunities, for example, recruitment & selection and pay;
- (c) PSHE, SRE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- (d) employing specialist staff to support pupils with special needs or disabilities, and implementing the School's disability access plan;
- (e) monitoring of welfare, with intervention and support where required;
- (f) taking steps to meet the particular needs of pupils or staff that have a particular characteristic.

School Community	Responsibility
Tickford Park Primary School & its Governing Body	<p>Value and respect everyone as an individual.</p> <p>Involving and engaging the whole of Tickford Park Primary School's community in identifying and understanding equality barriers and in the setting of objectives to address these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the School's community in tackling inequality and achieving equality of opportunity for all.</p>
Headteacher	<p>As above including:</p> <p>Value and respect everyone as an individual.</p> <p>Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the School in carrying out its day to day duties.</p> <p>Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Senior Leadership Team	<p>Value and respect everyone as an individual.</p> <p>To support the Headteacher as above.</p>

	<p>Ensure fair treatment and access to services and opportunities.</p> <p>Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Teaching Staff	<p>Value and respect everyone as an individual.</p> <p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to staff, parents and pupils on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum</p> <p>Where appropriate, to record and report prejudice related incidents.</p>
Support Staff	<p>Value and respect everyone as an individual.</p> <p>Support the School and the governing body in delivering a fair and equitable service to staff, parents and pupils.</p> <p>Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated.</p> <p>Where appropriate, to record and report prejudice related incidents.</p>
Parents	<p>Value and respect everyone as an individual.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the School's community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Value and respect everyone as an individual.</p> <p>Seek help if they feel that they – or others – are not being valued or respected.</p>

Appendix 1

Equality, Diversity and Inclusion objectives 2016/17

The school's values underpin everything we do. We will ensure that the schools' values are explicit and will continue to set clear expectations for the behaviours of everyone in the school community.

In 2016/17 we will:

- Have a 'Dare not to Swear' campaign in school – focussing on comments and language that are disrespectful and / or discriminatory.
- Challenge prejudice or unreasonable beliefs about groups in society, and build in opportunities to educate acceptance of differences.
- Actively seek out opportunities to develop for cross-cultural experiences to promote diversity.
- Raise awareness of the positive and negative impacts of peer pressure to ensure children treat each other equally and without discrimination.
- Increase staff awareness and understanding of issues surrounding equality and diversity – especially those around assumptions and generalisations.