



## **CLEVE HOUSE SCHOOL AND LITTLE CLEVE NURSERY**

### **Equal Opportunities Policy**

This policy applies all pupils in the school, including in the EYFS

It pays due regard to any policies and procedures in the Safeguarding Policy

Last revised October 2019  
Date for revision October 2020



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## **EQUAL OPPORTUNITIES POLICY**

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### **INTRODUCTION**

This document is a statement of the aims, principles and strategies for the implementation of equal opportunities for all employees and pupils at Cleve House School and Little Cleve Nursery. This policy will be reviewed every year. We work within the U.K. anti-discrimination Laws and the Equal Opportunity policies of the LEA which are designed to eliminate discrimination in employment and education on the grounds of race, ability and sex.

It is a general statement of the commitment to Equal Opportunities and applies to all members of the current and prospective school community.

It takes into account the Equality Act of 2010 and the Children and Families Act 2014.

In our schools, the responsible party is the SLT although this body delegates this responsibility to the Headmaster who ensures that the policy is known and understood by staff, pupils and parents.

### **AIMS**

- To recognise that we live in a complex, multi-cultured society and will aim to emphasise the common elements and values
- To make discrimination on the basis of colour, culture, origin, sex or ability unacceptable
- To ensure all pupils and teachers will contribute towards a happy and caring environment by showing respect for each other as individuals
- To develop and educate all pupils, towards their futures, and their part in society, irrespective of their sex, origin or ability

### **THE SCHOOL'S POSITION:**

The School is committed to being an Equal Opportunities Education provider and is committed to equality of opportunity for all members of the school community. The school recognises and accepts its responsibilities under the law and opposes discrimination on the basis of:

- Gender
- Marital or civil partnership status

- Pregnancy and maternity
- Any gender reassignment
- Race
- Disability
- Sexual orientation
- Religion belief or lack of
- Age
- Learning difficulties
- Language

The operation of the policy will be monitored by the SLT. All staff members are responsible for following the policy and for reporting any incidents of unequal treatment to the Head or the SLT.

### **Equal Opportunities and Safeguarding:**

Policies are designed to ensure equal opportunities for all, regardless of ability, gender, ethnicity, religion or disability. Due regard is paid to understanding safeguarding issues which may affect the community and to ensure individuals feel safe and supported.

#### **STAFF:**

- Job specifications will carry a statement that this school is an Equal Opportunities employer and welcomes applications for all posts from appropriately qualified persons regardless of sex, race religion, disability or age
- New members of staff are appointed on the basis of “the best candidate” based on professional criteria
- New staff will receive induction training which will include a reference to this policy
- All staff will have equal chances of training, career development and promotion
- Staff becoming disabled will be given positive help to retain their post or be considered for redeployment if possible

#### **PUPILS:**

- The curriculum – All pupils have equal access to the curriculum, which must be balanced, objective and sensitive and must not highlight sexual and cultural diversity.
- The school is committed to full educational inclusion and will try and meet the needs of all children, including those with SEND (Special Educational Needs or Disabilities)
- Will work closely with parents and other agencies when necessary
- Children will be encouraged to value and respect others, promote and value differences and diversity and will be discouraged from inappropriate attitudes

In accordance with the Equality Act 2010, we have a 3 year Accessibility Plan to:

1. Increase the extent to which disabled pupils can participate in the school's curriculum
2. Improve the physical environment of the school for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the school
3. Improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled. This must be within a reasonable time and in ways which are determined after taking account of the pupils' disabilities and any preferences expressed by them or their parents.

## **STRATEGIES:**

- Admissions –Our policy does not permit sex, race, colour or disability to be used as criteria for admission.
- Discrimination –All forms of discrimination within the school are treated very seriously. It is made clear to the individuals concerned that such behaviour is unacceptable. Action against these incidents is taken by an appropriate member of staff and if necessary by the Headteacher, who may involve the parents. Further information can be found in the Behaviour Policy.
- There are many ways of promoting the above, such as a PSHE programme.
- Pupils with SEND will be identified as early as possible and monitored closely. Where necessary, IEP's (Individual Education Plans) will be instigated and, if necessary, after consultation with parents, further help may be sought from outside agencies. For further information see the SEND policy.
- Language –Staff must be aware of the language and dialect spoken by pupils and their families and must be conscious of any racist or sexist connotations in the language they use themselves.
- Resources – Resources are provided for all pupils according to their needs, irrespective of sex, ability or ethnic origin. Resources should be multi-cultural and non-sexist, containing positive images of all groups. Variety should be evident in the morals, stories and information offered to children and pupils should have access to accurate information about similarities and differences between cultural groups
- All subjects will have equality of opportunity at their core
- Documents – The language used in all documents will reflect and promote equal opportunities and font style and size will take into account the full range of readers
- Racist or homophobic bullying – all staff have a legal duty not to bully or otherwise harass other staff; where staff come across incidents involving racist or homophobic bullying, they must report these to the appropriate senior member of staff; all incidents of racist or homophobic bullying amongst pupils will be taken seriously, will be dealt with appropriately and reported to the appropriate senior member of staff

- Venues for meetings and for teaching and learning will take into account the needs of all participants
- Reporting to the police – incidents involving racist elements which need to be reported to the police will be reported to the police by the Headmaster or his delegate

This policy will be reviewed every year

**For further advice from the DfE:**

- **Ensuring A Good Education for Children who cannot attend school 2013**
- **Supporting pupils at school with medical conditions 2014**
- **Mental Health and behaviour in school 2014**
- **Supporting children who are bullied 2014**