Eaves Primary School

'Excellence in Everything'

Equal Opportunities Policy

January 2025

Status	**Statutory**
Responsible Governors' Committee	**Full**
Date first approved by GB	**February 2010**
Responsible Person	**Headteacher**
Review Date	**January 2027**
Last Amended Date	**January 2025**
Version Control/ Date	**1/ January 2025**
Reason for Change	**No changes**

Aims:

- To provide an appropriate learning experience for all children regardless of their heritage, origin, culture, gender, religion or belief, age or ability, sexual orientation
- To treat all staff equally in employment matters according to the law
- To educate all children and staff against any form of prejudice or negative stereotyping.

1. Children

Policy Statement
Eaves Primary School is committed to equal opportunities in education and will not unlawfully discriminate against any student who is at, or applying to, the school on grounds of race, gender, nationality, colour, ethnic or national origin, religion, belief or disability.

This policy embraces the following areas:

(a) Admissions
A copy of the admissions policy is available from the council or via the school website.

(b) The Curriculum
Eaves Primary School aims to provide a broad and balanced curriculum for all children. The school will take all reasonable measures to ensure that all children will have equal access to this curriculum. Where appropriate and practicable, curricular arrangements may be adjusted to reflect children' individual needs.

(c) Special educational needs
Eaves Primary School is committed to supporting all children, whatever their individual circumstances, difficulties or needs, and to ensure that full access to the curriculum is extended to all. The school will work with parents/carers and any other professionals also working with the student to ensure the best possible education experience for the student.

(d) Religious observance
Eaves Primary School's policy is that religious studies should be accessible to all children. However, children may be excused from all or part of the programme at the written request of parents.

(e) Disability and access for the disabled
Eaves Primary School will seek to deal with the individual needs of all children and prospective children with disabilities as far as reasonably practicable.
Where children have physical and/or learning disabilities, the school will ensure that

- Reasonable and practical arrangements are made to ensure that disabled children can gain access to the curriculum
- The school works effectively with local services and agencies to provide appropriate and coherent support.

(f) Gender and sexual orientation
The school will ensure that

- All members of the school community are treated equally, regardless of gender, gender reassignment, or sexual orientation.
- The school will promote understanding and tolerance of all these issues

(g) Minority Ethnic groups, including Refugees
The school will ensure that:

- Home – School links are made to involve parents directly in the life and work of the school
- Linguistic diversity is recognised and interpretation and translation services are made available as quickly as possible, where appropriate
- Learning support for ethnic minority children is efficient and effective
- All children will be actively encouraged to accept and respect other cultures other than their own

(i) Travellers
The school will ensure that

- Travelling children are successfully integrated
- Travelling children with special educational needs receive appropriate support
- Travellers' cultures are affirmed to share and broaden experiences for all children.

(j) Other policies
Other policies are expected to reflect equal opportunities issues. These include policies on:

- Safeguarding
- Discipline/sanctions/ behaviour
- Anti-bullying
- Access/support for school trips and extra-curricular activities
- Entry to public examinations
- Accessibility plan

(k) Complaints
Any parent who is not satisfied that the above policies have been properly applied may make a complaint in accordance with the school's formal complaints procedure.

2. Employment

Policy Statement
Eaves Primary School is committed to equal opportunities in all aspects of employment, and to regular monitoring and review of the effectiveness of its policies in achieving diversity in the workplace.
It aims to ensure that all employees are recruited, trained and promoted on the basis of ability, the requirements of the job and relevant objective criteria.
The school will not unlawfully discriminate against any employee or job applicant on the grounds of race, gender, nationality, colour, ethnic or national origin, age, marital status, sexual orientation, religion, belief or disability in any matters to do with employment.

This policy embraces the following areas:

(a) Recruitment and promotion

All staff with responsibility for recruitment are required to adhere to the school's recruitment procedures and will receive appropriate training (Safer Recruitment).

(b) Employment of ex-offenders

All candidates offered an appointment are required to obtain an Enhanced Disclosure from the Disclosure and Barring Service before the appointment is confirmed, which will include details of cautions, reprimands or final warnings as well as convictions.

In the event of the disclosure revealing a criminal record or other information of concern, this will be discussed with the candidate before a decision is made as to whether or not to confirm the offer of employment. In making this decision, the Headteacher will consider the nature of the offence and whether this makes the applicant unsuitable for the type of work to be undertaken or unacceptable to other employees, how long ago the offence was committed and the age of the prospective employee at that time, together with any other factors that may be relevant.

(c) Pay and conditions

The school's pay policy, pay scales and other staff benefits and policies are available from the school and human resources department. Part-time staff benefit on a pro-rata basis from the same pay scales and benefits as full-time staff.

(d) Performance review, training and development

Training and development opportunities are available to all staff.
In accordance with the school's Appraisal Policy, every teacher is entitled to an annual review, based on objective and relevant criteria.

(e) Disability and access for the disabled

The school will make reasonable adjustments to enable applicants with disabilities to participate fully in recruitment and selection procedures.

As far as reasonably possible, disabled employees should be able to play a full and active role in the life of the school.

All reasonable measures will be taken to retain disabled employees in employment, in consultation with the employee concerned and their medical adviser(s). This may include (but is not limited to) provision of specialist equipment and training, job redesign, flexible hours, and/or redeployment to a suitable alternative vacancy. Where appropriate an outside specialist may be consulted with the agreement of the disabled employee.

(f) Employment policies and procedures

The school has a range of employment policies and procedures (e.g. discipline, capability, redundancy) designed to ensure fairness and equity when dealing with problems which may affect people at work. These are available on the secure area of the website and apply to all employees.

(g) Flexible working

All requests for flexible working will be considered in accordance with the statutory procedures.

(h) Complaints

Any member of staff who is not satisfied that this policy has been properly applied to him or her may make a complaint in accordance with the school's grievance procedure.

3. Responsibilities

The Headteacher is responsible for ensuring that this policy is implemented, and for reporting on progress to the Governing Body. The Governing Body is responsible for reviewing the effectiveness of the school's arrangements for achieving the policy objectives set out in paragraph 2, and for making any recommendations for policy changes.

Monitoring and review

This policy may be amended from time to time by the Governing Body to reflect statutory requirements, or any changes considered desirable following the review referred to above. It will be reviewed every 2 years.

The scheduled review date for this policy is January 2027.