



Castle Newnham School

TRADITIONAL VALUES, BRIGHT FUTURES, ONE JOURNEY

Equal Opportunities Policy

Governors' Committee:	Resource Management Committee
Adopted by the Governing Body on:	Thursday 8 th June 2017
Signed: (Chair of Committee)	
Signed: (Headteacher)	
Proposed date of review:	Summer term 2020

A. RATIONALE

This policy is a statement of the aims, principles and processes for equal opportunities at Castle Newnham. It is the method through which we ensure that people are treated fairly and equally as outlined in the Equality Act 2010. Castle Newnham will seek to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of gender, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief. The federation acknowledges the Ofsted inspection framework of 2012, which emphasises the importance closing the gap in standards of achievement of different groups including those vulnerable to under-achievement. The federation ensures that closing such gaps is prioritised as part of all school leadership activity.

The policy links to other school policies and documents, namely

- Castle Newnham Behaviour Policy
- Castle Newnham Teaching and Learning Policy
- Castle Newnham SEND Policy
- Castle Newnham Homework Policy
- Castle Newnham Accessibility Policy
- The National Curriculum in its latest revision

B. AIM

Castle Newnham is committed to a policy of equal opportunities and aims to:

- carry out its legal duty in complying with the relevant legislation (including The Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and Employment Equality Regulations);
- reinforce the school's position as a provider of high-quality education and as a good employer providing development opportunities;
- ensure all staff work together with a shared sense of purpose to meet the needs of every pupil;
- ensure that pupils and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals;
- provide a broad and balanced curriculum which provides opportunity for all pupils with the highest expectations of all;
- promote, facilitate and enable the inclusion, opportunity and achievement of children with SEND;
- promote, facilitate and enable the inclusion, opportunity and achievement of children from less advantaged backgrounds;
- ensure that complaints or evidence of failure to comply with the school's equal opportunities policy will be dealt with promptly and fully investigated according to the relevant procedure (e.g. complaints relating to staff may be investigated

either under the disciplinary, grievance or anti-harassment procedure as appropriate). All forms of discrimination by any person within the responsibility will be treated seriously as such behaviour is unacceptable.

C. PRINCIPLES

Equal opportunities at Castle Newnham will ensure that:

- All staff and pupils feel safe and secure, and are treated fairly and with respect;
- The school has the highest expectations for all pupils and is committed to encouraging and enabling all pupils to achieve to reach their full potential;
- The school complies with its obligations under the relevant legislation;
- The school has procedures for dealing with racial harassment and bullying;
- Provision is made for leave of absence for religious observance. This includes staff as well as pupils.

D. PROCESSES – WHOLE SCHOOL

Roles and Responsibilities

All governors, staff, volunteers, pupils and their families should develop an appropriate understanding of, and act in accordance with, the school's Equal Opportunities Policy. The Federation Principal works with the Senior Leadership Team to ensure that the policy is implemented and the school promotes equal opportunities.

All staff have a responsibility to deal with incidents of discrimination; to help eliminate unlawful discrimination; to prepare and/or help deliver a curriculum, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and extended school activities (including work with parents/carers) that take account of the need to eliminate unlawful discrimination and harassment and promote equality.

Admissions

Our admissions arrangements are fair and transparent, and we do not discriminate against pupils by treating them less favourably on the grounds of their sex, race, disability, economic disadvantage, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

Teaching and learning

We actively promote equality and diversity through all areas of the curriculum and by creating an environment which champions respect for all. The school monitors and evaluates its effectiveness in providing an appropriate curriculum for all pupils. The

allocation of pupils to teaching groups is fair and equitable to all. Resources that promote equality are used across the curriculum.

As part of our 'Values' and Personal, Social, Health, Citizenship and Economic (PSHCE) programme all pupils have the opportunity to explore age-appropriate issues relating to identity, equality and racism and are taught to understand, accept and respect diversity.

Accessibility Plan

We are implementing our Accessibility Plan designed to increase the extent to which pupils with disability can participate in the curriculum, improve the physical environment and the availability of accessible information to disabled pupils . The school will supply auxiliary aids and services as reasonable adjustments where these are not supplied through Educational Health Care Plans.

Staff Recruitment and Career Development

The Federation Principal ensures that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or training opportunities favourably on the grounds of their age, sex, race, disability, economic disadvantage, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

E. MONITORING, ASSESSMENT & EVALUATION

At Castle Newnham we collect data and monitor progress and outcomes of different groups of pupils and use this data to support individual pupils and to inform school improvement.

All incidents of bullying, racism and racial harassment are thoroughly investigated, recorded, and reported in the Racist Incidents and Bullying Incidents Record Book on each site. Incidents are monitored and follow-up dates are set for review. All incidents are monitored by the Local Authority.