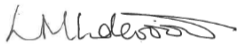


Policy Date:	August 2022	Version: 1.2		
Policy Review Date:	August 2025	Mrs Louise Underwood (Head Teacher)		12.8.2022
Adopted by Governing Body:				
Chair Of Governors:		C Brown		18.8.2022



Avenue Primary School Equal Opportunities Policy 202- 2025



Introduction

Equality of opportunity is concerned with justice for all, raising expectations and enabling each individual to have a wide choice in life and the opportunity to fulfil his or her potential.

Every member of our school community should feel valued and free from discrimination irrespective of ability, gender, sexual orientation, social background, race, marital status, age or disability. This policy should be read in conjunction with the policies for Admissions, Racial Equality, PSHCE, Behaviour, Anti-bullying and Disability Discrimination.

Responsibility for the full implementation of the Equality Policy belongs to the governing body. The governing body is wholly responsible for ensuring that the school fulfils its legal responsibility including those arising from the Race Relations Amendment Act 2000 and the Equality Act 2010.

The governing body and senior leadership team will be proactive in promoting equality and good community relations and addressing unlawful discrimination in any form.

The governing body will maintain an overview of implementation of the equality policy at curriculum and personnel meetings.

The senior leadership team will work in partnership with others to challenge and resolve discrimination and establish, promote and disseminate equality and good practice.

The governing body will seek to ensure that the school's demographic profile, including staffing, parental involvement, and the make-up of the governors reflects that of the local community.

The governing body and senior leadership team will encourage, support and enable all children and staff to reach their full potential.

Aims

At Avenue Primary School we aim to:

- Create a school environment and ethos which fosters equal opportunity and promotes self-esteem and positive attitude.
- Prepare pupils for life in our diverse society.
- Provide opportunities to celebrate, respect and appreciate the feelings and beliefs of other people and examine our own values.
- Encourage and enable all individuals to challenge prejudices and stereo typing in a positive and appropriate manner.
- Ensure that children have equal access to the curriculum and learning experiences without bias.
- Show that we do not accept discrimination in any form in our school.

Responsibilities

Governors

- The governing body is responsible for ensuring that it complies with Race Relations legislation, including the general and specific duties arising from the Race Relations Amendment Act 2000 and the 2010 Equality Act.
- The governing body is responsible, with assistance from the Headteacher, for ensuring that the policy and its related procedures and strategies are implemented.
- There is a governor who has lead responsibility for equality.

Headteacher

- The Headteacher is responsible, with the governing body, for ensuring that the policy and its related procedures and strategies are implemented.
- The Headteacher is responsible for ensuring that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil them.
- The Headteacher is responsible for disciplinary action being taken against staff, pupils or parents who discriminate against any group or person.
- The person responsible for dealing with reported incidents of racism and racial harassment is the Headteacher supported by the Deputy Headteacher.

Teaching Staff

- Teaching staff are responsible for ensuring that pupils from all groups are included in appropriate activities and have full access to the curriculum through both planning and implementation.
- Teaching staff are responsible for promoting equality and diversity through teaching and through relations with pupils, staff, parents and the wider community when they are encountered.

In relation to the curriculum teachers will:

- Ensure that all pupils have equal access to the whole curriculum and all learning experiences, free from bias and stereotyping.

- Plan a differentiated curriculum which meets the needs of all children including those with special educational needs and more able children.
- Ensure equality of time, opportunity and responsibility for all children through effective classroom organisation.
- Foster a working environment in which all pupils are given encouragement which develops self-esteem and respect for others.
- Endeavour to include in displays around the school positive images of men, women, disabled people and ethnic groups.
- Not tolerate any symbols, badges or insignia on personal items that go against the philosophies of this policy.
- Deal with inappropriate behaviour and attitudes and report incidents of harassment or discrimination in any form to the senior leadership team who will log the incident and deal with the issues in accordance with agreed school policies and guidelines.

All Staff

- All staff should not discriminate on any grounds.
- All staff should know how to deal with incidents of all forms of discrimination, and how to identify and challenge bias and stereotyping.
- All staff should keep themselves up to date with Race Relations and Equality legislation, and are required to attend appropriate training and information events organised by the school, Governors or LA.

Visitors and Contractors

- Visitors and contractors are responsible for complying with the school's equality policy.

Guidelines for employment/admissions

The Headteacher and Governors will follow the practices laid down by the LA and ensure that there is no discrimination on the grounds of gender, sexual orientation, race, religion, colour, cultural background, marital status, lifestyle or disability when undertaking the following duties:

- Admitting children
- Recruiting and selecting staff
- Discipline, grievance and capability procedures

Training and development

All appraisals and performance management procedures, relating to teachers and staff will be conducted by a fair and open process that respects the colour, culture and ethnic background of each person:

- Policies and procedures will be shared with all staff.

- Annual review of policies and procedures will include all staff and governors.
- Staff and governors will have access to appropriate LA training programmes.

Policy Planning and Review

Policy Planning

- All policies support and reflect the values set out in the schools Equality Policy ensuring that children have equal access to the curriculum.
- The impact of the equality policy will be assessed and evaluated on an ongoing basis by the Curriculum and Staffing sub committees.
- Equality targets will be included in relevant strategic plans such as the School Development Plan.

Monitoring

- The school will use monitoring data to monitor the attainment and progress of pupils, and to set targets for removing any identified disparities between different groups of pupils.
- Data supplied by parents on admissions, attendance, exclusions, rewards and sanctions will be used to inform planning and decision making.

Reviewing and evaluating policies

- All policies and strategies will be regularly monitored, reviewed and evaluated for their effectiveness in (1) promoting community cohesion, (2) promoting equality, and (3) eliminating discrimination in all forms.
- The implications of equality will be considered when reviewing all school policies –equality questions will be built into school self-review and evaluation frameworks.
- Racial Equality issues arising from reviews and evaluation will be used to inform planning and decision making.

Monitoring & Evaluation Process

Monitoring & Evaluation takes a number of different forms. All staff have varying degrees of responsibility for this ongoing process which provides for constant and regular review and discussions amongst staff and in particular year group teams.

Regular assessments are carried out across the school and the progress of all children is closely monitored to support the individual learning of all. Statistical patterns for every type of group are monitored and compared to both LA and national performance to ensure that all pupils are making appropriate performance compared to all schools and to schools in similar circumstances.

The teacher responsible ensures that language levels of our EAL children are assessed at their point of entry to our school and termly after that. Class teachers are fully involved in this process to ensure appropriate work is provided for these children.

The Headteacher and the Deputy make regular classroom observations and Subject Co-ordinators monitor planning and carry out classroom observations as part of the schools agreed monitoring and assessment structures. Curriculum policies are reviewed regularly and the school budget commits funds to support curriculum enrichment for all.

Following monitoring and evaluation;

- Adjustments are made to plans as an ongoing process
- Individual pupil results are reported to all parents
- Parents in year 2 and 6 also receive the percentages of the whole year group achieving each level
- Ongoing assessments, end of year and SATs results are monitored in terms of equality
- Racial Incidents are reported to the LA termly
- Confidentiality – information passed to Governors & LA about equality incidents is in general terms and individuals will not be identified

Breaches of the Policy

Our aim is for everyone associated with our school community to ACTIVELY PROMOTE EQUALITY. If there are incidences of the policy being breached the matter will be discussed with the individuals concerned and appropriate action will be taken.

It is the duty of everyone to challenge incidences of inequality or discrimination in any form. In any event the Headteacher and/or Deputy Headteacher must be informed so appropriate action may be taken.

This action will include some or all of the following:

- Discussion with child(ren) or adult(s)
- Support for victims
- Contact with parents of victims and perpetrator
- Record of incident kept and reported termly to the LA and Governors
- Grievance Procedure
- Action within employment legislation
- Legal action in conjunction with the LA's legal department

Policy Review

- The policy will be monitored and evaluated annually.
- It is the responsibility of the Governors to review the Policy annually
- It is the responsibility of all members of the school community to implement the Policy
- The results of all monitoring will be reported to the governors and LA annually.