



Churchmead School

Life in all its fullness

JOHN 10:10

EQUAL OPPORTUNITIES POLICY

Headteacher

Mr C Tomes BA (Hons), MA

Approval Date: March 2023

Review Date: March 2027

EQUAL OPPORTUNITIES

The policy is under constant review:

Churchmead C of E (VA) School, in accordance with National Legislation, The Royal Borough of Windsor & Maidenhead, Education and the Oxford Diocesan Board of Education, believes that good educational practice means that all pupils receive equal opportunities. Churchmead offers a curriculum which prepares young people to take their place in a diverse, multi-cultural society. Whilst we recognise that there are differing and often conflicting value systems in our society, the school commits itself fully to a policy of opposing any negative discrimination.

Statement

Churchmead School is committed to seeking equality of opportunity for all, irrespective of race, gender, religion. Marital status, sexual orientation, age, class or disability.

Churchmead School actively seeks to demonstrate this commitment by adopting policies, codes of practice and action plans to combat discrimination in any form.

Staff and students are required to reflect their commitment to equality of opportunities and anti-discriminatory practices.

Churchmead will promote equality of opportunity for all students and staff by:

- ✚ Demonstrating opposition to all forms of discrimination in every aspect of its operations**
- ✚ Identifying and removing practices and procedures which unfairly discriminate**
- ✚ Increasing awareness and positive attitudes at all levels in Churchmead school toward people experiencing discrimination**
- ✚ Creating a welcoming atmosphere for all students, staff and visitors**
- ✚ Monitoring all operations to ensure no form of discrimination or harassment is taking place**
- ✚ Provision will be made for Learners who require reasonable adjustment to be made by providing suitable assessment locations and technical aids where appropriate**

Commitment is required from each member of our community and the acceptance of the code of conducts which:

- Encourages respect for the individual
- Questions stereotypes
- Promotes positive images of people
- Challenges any written or spoken language or action that is prejudiced of which incites prejudice in others and explains which this is unacceptable
- Develops collective strategies to expose prejudice and the structure that perpetuates it

Race Equality Statement

- Churchmead is opposed to all forms of racism which seeks to disadvantage person on the grounds of colour, culture or ethnic origin.
- Churchmead does not tolerate racist behaviour such as name-calling, graffiti, bullying and will take action against any racist offences whoever may be the perpetrator

Approval Date: March 2023

Review Date: March 2027

- Churchmead does not use literature which is racially biased or is dependent upon stereotypes
- Churchmead does not allow the distribution of racist literature- pamphlets or permit the wearing of racially offensive symbols

Our policy is in line with the requirements of the Race Relations (Amendment) Act 2000, the Commission for Racial Equality (CRE) and the Oxford Diocesan Board of Education.

Protocol

Should any member of the public be abusive in the context to a member of the Churchmead School community, see Health & Safety Policy – Abuse, Threats and Violence

Any incidents which occur are required to be recorded on the appropriate form with copies to the Director of Achievement /SLT.

Sanctions:

Pupil: Pupil - as per Behaviour Policy

Pupil: Pupil - as per Behaviour Policy

Adult: Pupil - as per Disciplinary Policy

Adult: Adult - as per Disciplinary Policy

Racist incidents are also recorded on the Sleuth Form.

GENERAL STATEMENT

The central aim of Churchmead School is to provide the best educational opportunities and experience to which all pupils are entitled. Our primary objective is to educate and prepare all our pupils for life.

Our school is made up of a wide variety of people, with varied backgrounds, lifestyles and cultures. It is a diversity which enriches our lives and the educational process. The School seeks to be an inclusive and welcoming community which values this diversity and which protects and promotes the dignity of every member of our community and where all staff and students are encouraged and supported in reaching their full potential.

We, as a whole community realise, however, that many members of the community may experience unfair discrimination, harassment or prejudice both inside and outside school. It should be the concern of everyone in school to challenge such prejudiced behaviour and attitudes and to take an active stand against them. The school rejects such discrimination and therefore commits itself fully to a policy of challenging all prejudice and discrimination. All cases of prejudice or discrimination will be taken seriously and dealt with according to existing school procedures.

As a school, we take Equal Opportunities seriously and everyone who works or studies at Churchmead School should demonstrate an awareness of this through practice. Our policy is made clear to visitors and stated in pupil admission and staff recruitment literature.

We expect all who are involved with Churchmead School to be committed to this policy whether staff, students, parents or governors. All members of staff, parents and governors will be made aware of the existence of this policy.

GUIDING PRINCIPLES

All those involved with Churchmead School are committed to:

- ❖ Fostering mutual respect, so that everyone can expect to be valued, regardless of gender, race, language, culture, age, ability, sexuality or social class
- ❖ Raising the awareness of all members of the school community about the rights of others
- ❖ Ensuring that the curriculum is appropriately accessible to all pupils irrespective of gender, race, religion, or physical ability
- ❖ Promoting personal achievement as a positive goal, dispelling stereotyping and actively encouraging the raising of pupils self-esteem
- ❖ Opposing all forms of prejudice and discrimination
- ❖ Promoting an inclusive culture, good practice in teaching, learning, and assessment, and good management practice
- ❖ Creating a happy and caring environment at Churchmead School

THE ROLE OF TEACHING STAFF

In addition to the guiding principle, all members of the teaching staff will seek to:

- ❖ Value the worth of each pupil
- ❖ Provide for all pupils according to their need
- ❖ Provide all pupils with equal opportunity in their learning
- ❖ Equip pupils with an awareness of our diverse society and an appreciation of the value of difference
- ❖ Model appropriate behaviour and good practice
- ❖ Recognise effort and positive attitude in every child

THE ROLE OF THE GOVERNING BODY

As a school with Voluntary Aided Status, the Governors, as employers, in conjunction with the Headteacher and Leadership of the school, legally responsible for ensuring equality of opportunity.

They should monitor the impact of other policies on different groups and with regard to ensuring equal opportunities.

The school will make full use of the talents of its workforce.

THE ROLE OF PARENTS

All parents should be aware of this policy through admissions literature, the School prospectus and the day to day working of the school. Parents have a responsibility to support the school with regard

to this policy and the school will work in partnership with parents as appropriate in matters relating to equal opportunities.

THE PASTORAL SYSTEM

At Churchmead School we have a strong pastoral system which promotes co-operation, caring and understanding amongst all our pupils. Directors of Achievement will deal, in the first instance, with any concerns relating to discrimination from pupils and will use existing school procedures as appropriate.

THE SCHOOL SITE

We will provide easy access to our school buildings for all pupils.

Mindful of the difficulties that some groups face, we will work to ensure that our site is fully accessible and that obstacles to access are removed.

STAFF OF CHURCHMEAD SCHOOL

Staff should not suffer any harassment as a result of gender, sexuality, disability, language, religion or race. Any member of staff who does suffer such harassment will be fully supported by the Leadership of the school. The Headteacher is responsible for this.

New staff will be made aware of the school's policy on Equal Opportunities and their responsibilities with respect to this policy through literature and practice.

All staff are entitled to support in their professional and access to career development and training. All staff will be respected and encouraged to reach their full potential.

LEGISLATION RELATING TO THIS POLICY

- SEX DISCRIMINATION ACT 1975
- RACE RELATIONS ACT 1976 & AMENDMENT ACT 2000
- DISABILITY DISCRIMINATION ACT 1995
- HUMAN RIGHTS ACT 1998
- DISABILITY RIGHTS COMMISSION ACT 1999
- SENDA 2001
- EMPLOYMENT EQUALITY (SEXUAL RELATIONS) REGULATIONS 2003
- EMPLOYMENT EQUALITY (RELIGION & BELIEFS) REGULATIONS 2003
- DISABILITY DISCRIMINATION ACT 2005
- EQUALITY ACT 2006
- RACIAL & RELIGIOUS HATRED ACT 2006
- THE EMPLOYMENT EQUALITY (AGE) REGULATIONS 2006