

## **Equal Opportunities Policy**

This policy is a whole school policy including EYFS

A detailed and ongoing risk assessment has been completed to take into account government guidelines and statutory requirements regarding Covid-19. With this in mind changes to procedures may occur due to identified risks.

### **1 Aims and objectives**

**This policy, in line with the Equality Act 2010 prohibits discrimination in Employment or in the provision of education on the grounds of any of the following protected characteristics:** Age; Disability; Gender Reassignment; Marriage and Civil partnership; pregnancy and maternity, race; religion or belief; sex; sexual orientation.

We promote the principles of fairness and justice for all through the education that we provide in our school. (See also School Accessibility Plan).

We ensure that all pupils have equal access to the full range of educational opportunities provided by the school. (See also School Accessibility Plan).

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and show respect for all protected characteristic groups.

We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Staff are protected in all aspects of employment, which includes recruitment and selection, employment terms and conditions, promotion, transfers, access to benefits, appraisal, disciplinary, dismissal and post termination (such as providing references).

### **2 Protected characteristic groups**

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of prejudice, be it on the grounds of:- age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. Should a prejudiced incident occur, we will act immediately to prevent any repetition of the incident. Such incidents are detailed

in the serious acts of misbehaviour book/ racist incident book. We refer to Somerset Guidance for Racial Incident Reporting when handling such situation.

We endeavour to make our school welcoming to everyone which very much includes all protected characteristic groups.

Our curriculum reflects the attitudes, values and respect that we have for protected characteristic groups. We promote an understanding of different life styles, choices, cultures, faiths and beliefs, age and physical attributes and gender. We do this through the curriculum, assemblies, books and discussions and through our Virtues Programme. We reflect this in the displays of work shown around the school. So, for example, alongside many other books in the nursery the My Princess Boy is enjoyed. We actively challenge stereotyping, for example inviting in male and female figures representing our community. When displaying figures from society we are careful to reflect the rich diversity of our society and actively look to promote positive images of all sections of society.

Should anyone at our school be a victim of discrimination, we will do all we can to support that person in overcoming any difficulties they may have.

### **3 Anti-racism**

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. Such incidents are detailed in the racist incident book and where appropriate guidance is sought from Somerset Local Authority over reporting.

We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, the history curriculum gives due emphasis to ancient African traditions and cultures in the work that the children do on the Ancient Egyptians. In the religious education curriculum topic on religious festivals, the children study the importance of Diwali to Hindus and Sikhs.

Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

### **4 The role of the Headteacher and Proprietor**

The Headteacher and Proprietor have set out their commitment to equal opportunities in this policy statement, and will continue to do all they can to ensure that all members of the school community are treated fairly and with equality.

The Headteacher seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The Headteacher takes all reasonable steps to ensure that the school environment gives access to people with disabilities.

The Proprietor and Headteacher welcome all applications to join the school, whatever background or disability a child may have and consider each application on its own merit.

The Proprietor and Headteacher ensure that no child is discriminated against whilst in our school on account of their gender, disability, sexual orientation, religion or belief or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

The Headteacher promotes the principle of equal opportunity when developing the curriculum, and promote respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.

The Headteacher treats all incidents of unfair treatment with due seriousness.

## **5 The role of the class teacher**

The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of protected characteristic groups and that challenges stereotypical images.

When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, history topics in our school include examples of the significant contributions women have made to developments in this country's history. In geography topics the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

All our teachers challenge any incidents of prejudice or racism. We record any serious incidents in the child's personal file, and draw them to the attention of the Headteacher. These are also recorded in the serious acts of misbehaviour or racist incident book and reported to the necessary authorities.

Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

## **6 Breastfeeding Policy**

The company recognises the benefits of breastfeeding to mothers and infants and therefore encourages and supports staff members to breastfeed their babies, including upon their return to work. 'Breastfeeding' includes expressing milk and the same rights under this policy will apply to employees who wish to express milk to give their baby. To this end the company will:

- Inform all employees of the rights provided under this policy as part of equal opportunities training or the induction programme in order to foster a positive attitude towards breastfeeding. This policy is available on the school website.
- Inform all pregnant employees of the benefits of breastfeeding and their rights under this policy.
- If necessary, adjust the working hours and/or conditions of breastfeeding employees, in consultation with each employee.
- Permit breastfeeding employees to take additional breaks of up to one hour per full working day to feed their baby or to express their breast milk. If the employee prefers, this hour can be taken to shorten her working day.
- Make available a private, comfortable and appropriately equipped room for breastfeeding employees to feed or express their milk.
- Specify a fridge where breast milk may be stored securely and specify a location where expressing equipment can be stored.

## **7 Monitoring and review**

This equal opportunities policy is the Headteacher's ongoing responsibility and its effectiveness is reviewed annually in consultation with the staff.

**Signed Headteacher:** *Sally Cox*

**Date:** 17/8/2022