Committee with oversight for this Policy: Safeguarding
Policy last reviewed by the Committee: Autumn 2017
Policy ratified and adopted by Full Governing Body: Autumn 2017
Review frequency: 2 Years
Policy due for review: Autumn 2019
EQUAL OPPORTUNITIES POLICY

We believe at Yew Tree that discrimination on the basis of colour, culture, origin, gender, sexuality or ability is unacceptable in this school and philosophy of equal opportunities will be practised.

We are aware of how traditionally society has stereotyped certain groups of people, for example, by ethnic or social background, which may affect their expectations.

We do not believe that equality of opportunity means that all children should be treated the same. Our children are all unique, with wide ranging needs.

AIMS

At Yew Tree we aim to:

- Provide a broad, balanced, differentiated curriculum to take into account the needs of all our children.
- Have high expectations of all our children in respect of everything they do in curricular and non-curricular activities
- Try to break down traditional stereotyping and bias both in our teaching and behaviour
- Make equal demands on each gender, ethnic and ability group
- Try to instil within the children a sense of self-worth and importance and encourage them to feel valued members of the school community
- Encourage the children to value and respect each other as individuals and have all understanding of the core values that are at the centre of British society.

OBJECTIVES

- We will plan a broad, balanced and differentiated curriculum from the school's scheme or work.
- When children are withdrawn regularly from class for intervention work or by peripatetic music staff, we will endeavour to arrange other opportunities for the children to complete any work missed.
- We will plan opportunities across the curriculum for children to investigate and discuss stereotyping and bias, eg Year 5 Chembakolli study looking at similarities in cultures/religions, not just differences.

- When organising activities we will consider carefully the make up of each group and vary them according to purpose and pupils' needs.

- We will consider the selection of materials and resources used ensuring that they do not reinforce stereotyping and bias.

- We will try to ensure that all pupils have a fair share of responsibilities and jobs within the class and school.

- Challenge discrimination from any individuals in our school community and be resolute that it is not tolerated within our school.

**EMPLOYEES**

Yew Tree Primary School is committed to offering employees a fulfilling and challenging career in which we share equal opportunities in an environment free of discrimination, harassment, victimisation and bullying.

We aim to ensure that all of our employees are valued as individuals and treated fairly and with respect, regardless of age, disability, employment status, gender, health, marital status, membership or non-membership of a trade union, nationality, race, religion, sexual preference or social class. No person within our school or seeking employment with us to receive less favourable treatment on any of the above grounds or is to be disadvantaged by requirements or conditions which cannot be shown to be justifiable. Our objective is to eliminate unfair discrimination and we will monitor our performance on a continuous basis.

**Equal Opportunities Involves:**

- Treating everyone fairly and without bias
- Encouraging, supporting and developing our own and others' abilities to maximise everyone's contribution to the successful education of the children
- Creating a work environment free from harassment, victimisation and bullying
- Each of us understanding what is expected of us in terms of work performance, standards and behaviour
**Good Equal Opportunities practice will involve**

Implementing and monitoring objective and systematic procedures for:

- Good employee communications
- Recruitment, selection, promotion, transfer and leaving employment
- Managing performance and every individual's training, development and career
- Access to counselling and other support processes
- Individual grievances
- Discipline
- Ensuring the fair treatment and dignity of employees at work and making sure our workplaces are free from harassment, victimisation and bullying

We believe Equal Opportunities is fundamental to the delivery of a sound education. It leads to:

- Improved safety and quality
- Improved individual performance
- A wider pool of potential recruits
- Reduced absence and sickness

The Headteacher is accountable for effective implementation of this policy. Monitoring and review of progress will take place as part of the Policy review progress. In addition, we all have a personal responsibility to:

- Treat people fairly and without prejudice
- Value and respect others
- Ensure that no one is harassed, victimised or bullied in the workplace
- Promote a work environment where everyone feels confident to report incidents which are unfair or personally offensive
- Seek to develop our own skills and encourage others

**Definition of Principal Terms**

Bullying includes persistent criticism, personal abuse and/or ridicule which humiliates demeans the individual involved, gradually eroding their self-confidence.

Direct discrimination is treating someone less favourably than others would be treated in the same or similar circumstances on the grounds of race or sex.

Indirect discrimination is the application or a requirement or condition which, whether intentionally or not, adversely affects one group considerably more than another and which cannot be justified.
Harassment is any unwanted conduct affecting the dignity of people at work. It includes unwelcome physical, verbal or non-verbal conduct and it could amount to unlawful discrimination. It may be a single incident or be persistent and may be directed towards one or more individual.

Under this policy it also covers harassment on the basis of age, disability, social class, trade union participation, religion, sexual preference, nationality, marital or employment status.

Unlawful Racial or Sexual Discrimination is when, intentionally or unintentionally, a person is treated less favourably than people or another race or the opposite sex in similar circumstances.

Unlawful victimisation is when a person is treated less favourably than others would be treated in the same or similar circumstances because that person has made a complaint or allegation or discrimination, or has acted as a witness or informant in connection with proceedings under the Race and/or Sex Discrimination Acts.