

Royal Borough of Kingston upon Thames

Green Lane Primary and Nursery School



Equality of Opportunity Policy

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Introduction:

Our School Community is committed to providing equality of opportunity for all and freedom from discrimination. This policy aims to ensure the school promotes equality in everything it does by ensuring the organisation meets their legal duties as set out in the 2010 Equality Act.

When considering the term 'school community', we are referring to any person who works or learns in school or has contact with the school community. This includes people who the 2010 Equality Act considers as being within one or more of the 'protected characteristics' groups. These groups are identified as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Policy aims and objectives:

- To increase awareness, within our school community, of issues relating to equality and promote the development of good relationships between all school community members.
- To foster positive attitudes towards every member of our community and promote opportunities for all to have appropriate involvement in developing the life of the school.
- To encourage the whole school community to develop the skills, knowledge and understanding required to enable them to be critically aware of what they see, hear and read.
- To expect all members of the school community to challenge prejudice in whatever form it takes.
- To provide staff with relevant information relating to its pupils in order to ensure equality for all.
- To ensure that all pupils have access to a broad and balanced curriculum.
- To provide an environment, curriculum and ethos which meets the needs all pupils.
- To provide an environment in which there is positive representation of diversity.
- To deal appropriately with behaviour that breaches the equality policy.

Strategies through which the policy's aims and objectives are delivered at Green Lane:

- Provide a positive atmosphere and ethos where diversity is valued and welcomed.
- Ensure all members of the school community are appropriately briefed on our equality policy aims, objectives and delivery strategies.

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- Support the development of high self-esteem in our school community.
- Value the contribution of our whole school community and have high expectations of all its members.
- Value and uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- Staff are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our pupils are safe from harm.
- Provide a curriculum designed to ensure that all pupils have access to the same range of learning opportunities.
- Ensure that the curriculum presents and positively reflects the contribution of all school community members.
- Continue to analyse attainment and progress data, for all learners, including those which are broken down into key groups.
- Recognise that some pupils may need additional support in order to facilitate their access to the curriculum whilst other pupils may require enrichment type activities to further enhance their learning experience.
- Provide pupil's with learning materials which present accurate, balanced information and avoid stereotyping.
- Ensure that our school community have equal access to a wide range of resources.
- Develop a culture that actively challenges derogatory language, attitudes and behaviour.
- Provide appropriate opportunities for all staff to receive continued professional development.
- Ensure equality in the recruitment and promotion of school staff and governors.
- Ensure all policies and school procedures reflect the aims and objectives outlined above.
- Review and assess new situations, as they arise, against the potential impact they may have on either an individual or group's equality rights.
- Ensure that the school remains responsive to, and assesses the potential impact of, proposed legislative changes which arise both locally and nationally.

Definitions of Protected characteristics:

Age:

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability:

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment:

The process of transitioning from one gender to another.

Marriage and civil partnership:

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity:

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race:

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief:

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex:

A man or a woman.

Sexual orientation:

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.