

Equal Opportunities Policy

Equality Statement

We value the individuality of everyone at Hermitage. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment that champions respect for all.

Introduction

We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. This policy is intended to help to ensure that Hermitage promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

Principles

- Discrimination on the basis of colour, culture, origin, language, sex or ability is unacceptable in this school.
- We promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school. We prepare all our pupils, whatever their sex, colour, culture, origin, language or ability, for life in modern Britain.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.
- We challenge personal prejudice and stereotypical views whenever they occur.
- We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred at our school, and we show respect for all minority groups.
- We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes, and respect for all.
- Every pupil and teacher will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for and appreciation of each other as individuals.
- The staff are made aware of the equal opportunities policy and philosophy.

Aims

Our main aim is to ensure that pupils are aware of the increasingly diverse society in which they live. We aim to present the world to them both as it is and as we would like it to be. On such foundations, pupils will develop their own attitudes to a pluralistic society. The school's experience is that pupils of all backgrounds exhibit a strong desire to be part of society as it exists in our community.

We are committed to meeting the requirements of the Equality Act 2010 and comply with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. Staff and governors are regularly reminded of their responsibilities under the Equality Act. Our school has a designated member of staff (our Head) for monitoring equality issues.

Practice

Admissions: The school follows the LA/Governing Body Admission Policy, which does not permit sex, race, language, colour, culture, ability or disability to be used as criteria for admission.

Discrimination: All forms of discrimination by any person within the school are to be treated seriously. All incidents of discrimination are recorded on our Anti-Bullying and Anti-Racism logs. Seriousness of incidents are scaled and appropriate actions identified. Racist symbols, badges and insignias on clothing and bags are forbidden in school. Graffiti of any kind will be removed immediately. It must always be made clear to offending individuals that discriminatory behaviour is unacceptable and an explanation given explaining the reasons why. All incidents are recorded. Behaviour will be dealt with appropriately by the member of staff present, but will be reported to the Headteacher. Parents will also be informed.

Staff

The school values diversity amongst its staff. In all staff appointments, the best candidate will be appointed, based upon strict professional criteria. Newly appointed staff receive an induction sharing key policies/practice including clear reference to our Professional and Personal Conduct. All staff should be aware of possible cultural assumptions and bias within their own attitudes. Close liaison with families in the school is beneficial to all concerned. There are strict procedures in place for dealing with staff who may be involved with discriminatory incidents.

The Curriculum

All pupils have access to the school's curriculum with specific interventions used to support them when appropriate. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum is balanced, objective and sensitive.

Language

The school views linguistic diversity positively and staff are aware of the language and dialect spoken by pupils and their families. Staff are conscious of any racist or sexist connotations in the language they themselves use. Pupils are encouraged to use their home language in school, but should never use it to exclude others.

Resources

The school's aim is to provide for all pupils according to their needs, irrespective of sex, ability, or ethnic origins. Whenever possible, staff ensure that the resources used in all

curriculum areas are multicultural and non-sexist, containing positive images of all groups. Variety is evident in the morals, stories and information offered to children.

This policy needs to be read in conjunction with our 'Equality Information and Objectives' Policy.

Signed: _____ Chair of Governors

Signed: _____ Headteacher

Date reviewed: November 2020

Next review date: November 2024