

	Title	Equal Opportunities Policy
	Document Type	Approved
	Author	Enterprise and Technology Lead
	Owner	Headteacher
	Subject	Equality
	Government Security Classification	Official
	Document Version	Version 2
	Created	Summer 2022
	Approved by	Board of Governors
	Review Date	Spring Term 2023 <i>or earlier where there is a change in the applicable law affecting this Policy Guidance</i>

Equality Impact Assessment

The school aims to design and implement services, policies and procedures that meet the diverse needs of our provision, population and workforce, ensuring that none are placed at an unreasonable or unfair disadvantage over others. We are confident that this policy does not place anyone at an unreasonable or unfair disadvantage, and is compliant with relevant equalities legislation.

Where the school or staff are referred to, the policy and the following procedures apply to all staff working for Corbets Tey School on all sites.

Version Control

Version	Date	Author	Description of Change
1	June 2021	Business Manager	Annual Update
2	Summer Term 2021	Enterprise and Technology Lead	Annual Update

Introduction

This policy applies to students and all adults working in the school on a paid or voluntary basis, in the context of their attitudes and behaviour towards the rest of the school community, the provision made for students' education and development within the school and the furtherance of the spiritual, moral, social and cultural wellbeing of all in the school.

Aims of this Policy

The overall aim of this policy is to ensure that all students at Corbets Tey School have:

- Access to a curriculum appropriate to their individual needs
- Entitlement to the National Curriculum at an appropriate level
- The opportunity to develop a respect and appreciation of other people and themselves, irrespective of colour, culture, sex, origin or ability.

The above statement is made bearing in mind that whilst every effort will be made to include all students in all appropriate educational, social and developmental activities, particular physical and/or learning difficulties may preclude individuals from certain activities and experiences for medical or safety reasons.

1. Discrimination on the basis of colour, culture, sex, origin or ability is unacceptable in this school. Where discrimination in terms of behaviour and attitude towards individuals is found to have occurred or/ is occurring, the problem will be addressed through the school pastoral system.
2. Curriculum entitlement, content and resources, will be monitored (by teaching staff and by senior management) for elements of discrimination, bias and stereotyping.
3. All members of the school will endeavour and maintain a caring and happy environment wherein everyone is valued and encouraged to value and respect each other as individuals. Positive social behaviour will be developed through social competence and social skills activities. This will include group and individual counselling.
4. The school acknowledges the wide diversity of British Society and will endeavour to impart to students an appreciation of the positive contribution made to society by the various cultural and social groups it contains. The common elements and values of our multiple societies will be emphasised rather than highlighting conflicting areas. The curriculum will address this as and when appropriate.
5. It is the responsibility of all members of staff to work within this policy and promote equal opportunities. This will be made clear to all present and new members of staff. All members of staff will be given access to this policy and other school policies on the school shared 'T' drive. Students and volunteers on placement will be made aware of this policy during their induction to the School.

In pursuing the aim of the Equal Opportunities Policy, the school will assess and develop:

1. Appropriate means of access to learning and recreation areas for all students. This includes specialist apparatus and equipment.

(N.B. finance for adapting or providing access may, in some cases, be outside the remit of the school, depending on funding from Local Authority or other appropriate bodies. Whilst the school will make every effort to secure such funding/provision, it cannot accept responsibility for the failure of other responsible bodies to provide the necessary funds/equipment).
2. Within the curriculum, lesson content and activities matching student needs. Individual teacher skills and expertise will be considered alongside this. This will include appropriate placement/inclusion in mainstream schools or other establishments on a full or part-time basis.

Teaching styles, strategies and resources will be free from racial, sexual or gender bias and stereotype.

Procedures for dealing with instances of discrimination and harassment are detailed in the school Race Equality and Racial Incidents Policy

All members of staff have a responsibility to respond effectively to racist incidents. Minor incidents can be dealt with in the immediate situation by being logged on CPOMS and brought to the attention of the Senior Leadership Team. Serious or persistent offenders will be referred to the Senior Leadership Team for further action. All complaints, whether minor or serious, should be investigated and, if found to be true, dealt with and the perpetrator(s) confronted with their actions.

Students and adults may have the assistance of another suitable or appropriate person in all matters of reporting incidents of discrimination or harassment. The same assistance will be offered to any student or adult against whom allegations of discrimination have been made.

In the first instance, discussion (possibly mentoring) followed by apology and reconciliation will be the procedure. Further measures could involve counselling, parents, sanctions and outside agencies. Should it become necessary to exclude offending students, on either a permanent or temporary basis, the Headteacher will make the decision and follow Local Authority (LA) or Department for Education guidance.

Should an incident involve a complaint against a member of staff then the Headteacher or Deputy Headteacher will deal with the matter under guidance and advice from the LA.

Where necessary, the governing board shall be kept informed and/or represented in all serious incidents of discrimination.

All racist, sexist and offensive graffiti will be removed as soon as it has been found. The wearing of clothing, jewellery or accessories bearing racist, sexist or offensive slogans, insignia or images is prohibited within the school. Any such articles will be immediately confiscated and parents (in the case of students) will be informed and requested to come to the school and collect the offending items. Adults will be requested to remove or conceal such items. Any disciplinary action against students or adults will be considered and enacted by the Headteacher or delegated to a member of the Senior Leadership Team.

Links to other Policies

- Equality policy
- Accessibility Policy
- Race Equality and Racial Incidents Policy
- Supporting Students with Medical Needs Policy
- SEN Information Report and SEN Policy
- Prevent Policy
- PSHE Policy
- SMSC Policy
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