



# Equal Opportunities Policy

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	Date	Name	Signature
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# Blackfen School for Girls

## Statement

Blackfen School for Girls welcomes its duties under the Equality Act 2010 and school's departmental advice for school leaders, school staff, governing bodies and local authorities (updates June 2018) to eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act. We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. Therefore, Blackfen takes a zero-tolerance approach to all forms of prejudice and will promote the rights of all individuals to respect and equality through its ethos, processes and curriculum.

## Rationale:

The purpose of the Equal Opportunities policy is that every person in the school community has, in all interactions with others, the right to be seen, treated and valued on his or her individual merits, free of any prejudice based on assumptions about protected characteristics. These are: age, disability, ethnicity, gender, gender reassignment, maternity and pregnancy, religion and belief, sexual identity, marriage and civil partnership. In writing this policy the school has referred to legislation as detailed in Appendix 1.

## Outcomes

- Encouraging an understanding and recognition of every individual within the school community, regardless of age, disability, ethnicity, gender, gender reassignment, maternity and pregnancy, religion and belief, sexual identity, marriage and civil partnership.
- Ensuring that the school's Equal Opportunities Policy is made public and that everyone working in and associated with the school is prepared to work within the policy guidelines.
- Recognising that everyone working within the school is responsible for transmitting school policy on a day-to-day basis.
- Being aware that the commitment and involvement of parents, governors and "friends of the school" are vital to achieving our aims.

## Procedures

- We ensure that all members of staff (including Governors) involved in recruitment are trained in equal opportunities practices and that our procedures are fair, honest and open. We will monitor staff recruitment and career development by: age, disability, ethnicity, gender, gender reassignment, maternity and pregnancy, religion and belief, sexual identity, marriage and civil partnership. We refer to any Incidents which breach the Equal Opportunities Policy explicitly within our Behaviour Charter - i.e. Homophobic, sexist and racist behaviour are not tolerated and will be dealt with as S4 or S5. Any discrimination of age, disability, ethnicity, gender, gender reassignment, maternity and pregnancy, religion and belief, sexual identity, marriage and civil partnership will not be tolerated and will be dealt with as S4 or S5.
- We develop the school community to reflect the local community at all levels
- *We consider the needs of all people in school including: students, staff, Governors and visitors.*
- We ensure that reasonable adjustments are made to working conditions for students and staff and to the curriculum for disabled students.
- We promote equality of opportunity and good race relations.
- We promote equal access to all aspects of school life for both males and females
- Equal Opportunities will be a regular topic of discussion in assemblies, lessons, staff meetings, Governors' meetings and should be prioritised in the school CPD programme.
- Staff identify aspects of their programmes of study and attainment targets that may present specific difficulties for individuals.

## Key roles

- Subject Teachers have high expectations of all students and deliver appropriately differentiated lessons.
- Faculty leaders will ensure that the curriculum delivered is balanced and objective and does not reinforce prejudice based on protected characteristics.
- Raising Attainment Co-ordinators will ensure that the progress of students within their community is monitored through target setting, mentoring, academic and social tutoring.
- The School Business Manager to ensure that all racist or sexist graffiti is removed immediately.
- The Human Resources Officer is responsible for ensuring that all recruitment activity adheres to the Equal Opportunities policy.

## Related documents:

Anti-Bullying Policy, Assessment Policy, Behaviour Management Policy, Special Needs Policy, Professional Development Policy, Pay Policy.

# Blackfen School for Girls

## Appendix 1

The following legislation informs our school Equal Opportunities Policy:

- The Equal Pay Act 1970 and Amendment Regulations 1983
- Sex Discrimination Act 1975 and 1986, which requires schools to ensure that they do not discriminate against either sex in matters of admissions, standards of behaviour, dress and appearance, delivery of the curriculum and provision of all educational services;
- The Race Relations Act 1976 and Amendment 2000 (General Statutory Duty: Code of Practice) Regulations 2002, which describes direct and indirect discrimination and gives every Local Authority the duty to give due regard to the need to eliminate unlawful discrimination and to promote equality of opportunity and good relations between persons of different racial groups;
- The Human Rights Act 1998 & 2000, which makes most of the rights set out in the European Convention on Human Rights enforceable in the English Courts
- Disability Discrimination Act 1995
- The Special Needs and Disability Act 2001, which includes requirements on schools to ensure there is no discrimination against disabled people, including staff and students, and to have available information about facilities for disabled people.
- The Rehabilitation of Offenders Act 1974
- Employment Rights Act 1996
- Employment Relations Act 1999
- Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- The Statutory Code of Practice on the Duty to Promote Race Equality
- The Equality Act 2010

Our Equal Opportunities Policy should accord with the Equality Act 2010

- All public bodies must think about treating people from different groups fairly and equally.
- Public bodies will have to think about how they can help to stop people doing less well than other people because of their family background or where they were born.
- Public bodies need to think about treating people equally regardless of age, disability, ethnicity, gender, gender reassignment, maternity and pregnancy, religion and belief, sexual identity, marriage and civil partnership
- Men and women must get paid the same money for doing the same work.
- Employers must train people of different backgrounds and genders to give them more of a chance of getting a better job.
- Use the extra powers for employment tribunals who can put things right for a worker if they were treated unfairly.
- The school must provide specialist equipment for people with disabilities and make reasonable adjustments to the school environment.
- Protect people with different religions or beliefs or with no religion or belief.
- Equal opportunities should be a regular topic of discussion in assemblies, lessons, staff meetings, PTA and governors' meetings and should be prioritized in the schools CPD program.
- All incidents should be monitored and evaluated by the designated member of staff within the school.
- Ensure everyone in our school including staff, students and parents are made aware of the Equal Opportunities Policy and their rights according to the Equality Act of June 2010.