



# Equal Opportunities Policy

<b>Date</b>	<b>September 2006</b>
<b>Approved by</b>	<b>Full Governing Body</b>
<b>Approval date</b>	<b>April 2024</b>
<b>Review date</b>	<b>April 2026</b>

## **RIDGEWAY SCHOOL EQUAL OPPORTUNITIES POLICY**

1. This policy has due regard to statutory legislation, including, but not limited to, the following:

- UN Convention on the Rights of the Child 1989
- Human Rights Act 1998
- The Equality Act 2010

2. This policy has due regard to statutory guidance, including, but not limited to, the following:

- DfE 'The Equality Act and schools' 2014
- DfE 'Promoting the education of looked after children' 2014

3. This policy is related to the following other school policies:

- Special Educational Needs Policy
- Anti-bullying Policy
- Safeguarding Policy
- Behaviour Support Policy
- Data Protection Policy

### **Protected characteristics**

The Equality Act 2010 lays out protected characteristics which protect everyone in England and Wales and which apply to schools of all types.

1. We will not discriminate against, harass or victimise a student, or prospective student, because of their:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- *There are two further characteristics which apply to adults:*
- Age

- Marital or civil partnership status

2. We will not discriminate against a student, or prospective student, because of a characteristic related to a person, such as a parent/carer, with whom the student or prospective student is associated.
3. We will not discriminate against a student, or prospective student, because of a characteristic which they are believed to have, even if the belief is mistaken.

A commitment to providing equal opportunities for all pupils, and recognition that preparation for life in a multicultural society is relevant to all pupils should permeate every aspect of school life.

All students will have high expectations set for them and to be given opportunities to make progress and be challenged, regardless of learning needs physical disabilities or medical conditions.

### **Commitment**

Ridgeway School staff are committed to offering learning and wider opportunities to all pupils, irrespective of gender, sexual orientation, ethnic background, social background, special educational need, age or ability. This means that there is an acceptance that there will be:

- Opportunities to address issues of multi-culturalism, racism and issues relating to gender, religion, looked after status, sexual orientation, age, ability and social circumstances, within the curriculum.
- Respect for all pupils, staff and visitors in the school.
- The right for everyone to speak and for others to be tolerant of their point of view.
- The right for everyone to feel free from fear of bullying or harassment.
- An atmosphere in which all genders are equally valued.

### **Implementation**

In order to implement this policy we will ensure the following:

- That pupils are aware of it and have faith in it.
- That cultural, moral, intellectual and social diversity is seen as adding value to school life and to learning.
- All staff in the school feel they have a part to play in promoting an equal opportunities culture.

- The planning and organisation of the curriculum takes account of the needs of all pupils.
- All pupils have opportunities to take responsibility in the classroom and around the school.

### **Staff Training**

1. New staff will receive relevant training on the provisions of this policy during their induction.
2. Staff will receive the appropriate equalities training on an annual basis, which will:
  - Ensure all staff are aware of, and comply with, current equalities legislation and government recommendations.
  - Ensure all staff are aware of their responsibilities and how they can support students with protected characteristics.
  - Provide support for teachers to effectively manage any discrimination towards students with protected characteristics.
  - Provide up-to-date information on the terms, concepts and current understandings relating to each of the protected characteristics.
  - Develop appropriate strategies for communication between parents, educators and students about any issues related to a protected characteristic.
  - Ensure that the school is aware of, and participates in, relevant awareness days, taking in to account the level of comprehension of our students.

### **Monitoring**

The monitoring of this policy will be the responsibility of all staff, co-ordinated by the Head teacher and will be in terms of:

- Pupils feeling happy and valued.
- Pupils feeling able to report incidents of harassment.
- How incidents of bullying and any form of harassment are dealt with.
- How issues pertinent to providing an equality of opportunity for all pupils are addressed in all areas of the curriculum.

It is the responsibility of all staff to be alert to the possible harassment of students, both inside and outside of the school, and to deal with incidents of harassment/discrimination as the highest priority.

The school will have measures in place to ensure that appropriate counselling is made available for students who require immediate interventions, parental assistance and personal counselling.

The headteacher will implement this policy, ensuring that all staff and students apply its guidelines fairly in all situations.