



## EQUAL OPPORTUNITIES PROCEDURES

Version: MARCH 2019

### Roles & Responsibilities

#### The role of the Management Committee

In this policy statement the Management Committee has set out its commitment to equal opportunities and it will continue to do all it can to ensure that all members of the HPRS community are treated both fairly and equally.

The Management Committee will ensure that no-one is unlawfully discriminated against whilst in HPRS on account of their race, gender, religion or belief, disability, age or sexual orientation.

#### The role of the Headteacher

- The Headteacher will ensure that the policy on equal opportunities is implemented, and is supported by the governing body in so doing.
- The Headteacher will ensure that all staff are aware of the policy on equal opportunities and that teachers apply these guidelines fairly in all situations.
- The Headteacher will ensure that all appointments panels give due regard to this policy so that no-one suffers discrimination.
- The Headteacher will promote the principles of equal opportunity when developing the curriculum and in providing opportunities for training.
- The Headteacher will promote respect for other people in all aspects of school life; for example, respect for other people will be a regular theme as it will also be in displays around the school.
- The Headteacher will view all incidents of unfair treatment with due concern.

#### The role of teachers

- Promote an inclusive and collaborative ethos in their classroom using a range of curricula resources which reflect diversity and equality.
- Deal with any prejudice-related incidents that may occur (see behaviour and anti-bullying policies)
- Ensure that all pupils are treated fairly and with respect.
- Select classroom materials which give positive images and which challenge stereotypical images of minority groups.
- When designing schemes of work, teachers will adhere to the equal opportunities policy, both in the choice of topics to study and in how to approach sensitive issues.
- All teachers and support staff will challenge any incidents of prejudice or discrimination and draw them to the attention of the Headteacher.

#### The role of pupils

- Pupils will be made aware of the policy and draw any incidents of prejudice or discrimination to the attention of the class teacher and/or Headteacher

## The role of parents

- Parents will be made aware of the policy through the school prospectus and home-school agreement and draw any incidents of prejudice or discrimination to the attention of the class teacher or Headteacher.

## The role of visitors / contractors

- All visitors and contractors are required to adhere to the school policy.

## Race / Ethnicity

HPRS will:

- Strive to eliminate all forms of racism and racial discrimination.
- Promote equality of opportunity.
- Promote good relations between people of different racial and ethnic groups.

HPRS will not tolerate any form of racism or racist behaviour. Should a racist incident occur, it will be dealt with in accordance with school procedures.

HPRS endeavours to be welcoming to all minority groups. The celebration and understanding of cultural diversity is promoted through the topics studied by the pupils and is reflected in displays, resources and events.

Cultural diversity and respect for others are celebrated and reflected across the whole curriculum. The curriculum will enhance pupils' understanding of British and world society and history, including the contributions of minority ethnic groups.

The school will give pupils the understanding they need to recognise prejudice and reject racial discrimination.

## Gender / Sex

HPRS will constantly examine its curriculum, procedures and materials for gender bias or inequality, particularly in relation to girls' expectations and behaviour.

HPRS will encourage pupils to be aware of the rigid sexual stereotypes presented by, for example, the media and will try to ensure that resources include non-sexist books which value the achievements of both women and men.

HPRS is committed to providing a curriculum which avoids unnecessary historical gender divisions.

## Disability

HPRS is committed to meeting the needs of pupils with disabilities, as it is to meeting the needs of all within the school. We endeavour to meet the requirements of the Disability Discrimination Act 1995, as amended by the Disability Discrimination Act 2005. All reasonable steps will be taken to ensure that disabled pupils are not placed at any disadvantage compared to non-disabled children. The legislation states that people with disabilities may be treated more favourably and this requirement should be considered.

The school is committed to providing an environment that allows disabled children full access to all areas of learning or associated services provided for, or offered to, children at the school, including educational visits and other off-site activities e.g. swimming.

Teachers will modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities or modify teaching materials or offer alternative activities where pupils are unable to manipulate tools or equipment.

## **Religion / Belief**

HPRS respects the religious beliefs and practices of all staff, pupils, parents and visitors and will comply with all reasonable requests relating to religious observance and practice. This includes respect for lack of religion or belief, as in humanism and atheism.

## **Sexual Orientation**

HPRS will make no assumption about the sexual orientation of any of the members of its community.

In the curriculum, sexuality is taught within the context of loving relationships. Whilst heterosexual relationships are the most common in our society, we acknowledge that a small, but significant number of our pupils will develop a homosexual or bisexual orientation and that during development many will be still questioning their sexual orientation. Pupils' questions will be answered as they arise, honestly, factually and non-judgementally.

Derogatory name-calling (of any sort) is unacceptable.

## **Age**

The school will put procedures in place to ensure that no-one is denied a job, an equal chance of training or promotion or suffers from harassment or victimisation because of their age

This policy will be reviewed by the governing body every two years, or earlier if it is considered necessary.