

GOWERTON SCHOOL



EQUAL OPPORTUNITIES POLICY

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Gowerton School's Policy is to establish and maintain, as far as it is reasonably practicable, positive equal opportunity:-

- i. in employment for all staff
- ii. in delivery of education, other services, benefits and facilities to all pupils and students at the school

to ensure that no members of staff, job applicants, pupils or students (existing or potential), receives less favourable treatment on any grounds or conditions that cannot be justified. The grounds specified in law include race, nationality, colour, ethnic origin, gender, marital status or disability. This means recognising the inequalities which people suffer and taking action to reduce them. Everyone has a role to play in ensuring fairness towards all members of the school community, including colleagues, pupils, students and parents/guardians.

In formulating this policy document, the Governing Body was mindful of the "lead policy statements" including the "Equal Opportunity" and "Multi-Cultural Education" policies and the "Code of Practice regarding Racial Harassment" issued by the City and County of Swansea LEA. Where possible, this document is therefore a "copy out policy statement" so far as the prevention of discrimination relates to Gowerton School and will be reviewed in light of any further guidance issued by the City and County of Swansea.

This policy should also be read in conjunction with the school policies on Charging, Community Use of Letting and Special Education.

POLICY STATEMENT

1. Each Governor and member of staff is expected to carry out his/her duties with due regard to this policy.

2. To achieve the objectives of this policy the Senior School Management will:-

- i) provide *guidance and, where necessary training*, to ensure that all staff and governors understand and accept the importance of eliminating direct and indirect discrimination.
- ii) ensure the achievement of equal and consistent treatment in the delivery of education, other services, benefits and facilities provided by the school.
- iii) monitor recruitment and promotion of staff to eliminate direct and indirect discrimination.
- iv) monitor service delivery to ensure compliance with the terms of this policy.
- v) ensure that the curriculum includes accurate racial and cultural information to help pupils and students:
 - a) recognise the implications of their own behaviour and
 - b) develop a positive attitude regarding diversity.

PROCEDURES AND PRACTICES

1.0 INTRODUCTION

- 1.1 Gowerton School's Equal Opportunity Policy Statement provides a baseline to ensure equality.

In making this formal commitment the Governing Body seeks to apply fair standards in employment at the school and in the delivery of education and other services.

- 1.2 Equal Opportunity means access to education, jobs, services, information and participation for everyone. Governors recognise that because some groups of people experience prejudice and discrimination, to make opportunities really equally available we have to make an extra effort. Some groups are mentioned in particular because they have commonly been disadvantaged and are specifically covered by legislation.

The Governing Body's commitment to all members of the School Community is a recognition of the continued difficulties and inequalities faced by these groups. The Governing Body will actively oppose all forms of direct and indirect discrimination carried out on the grounds of race, creed, colour, nationality, national origin, disability, sex, marital status, age, sexual orientation or because of AIDS/HIV infection.

2.0 GENERAL

- 2.1 The term '**member of staff**' appears throughout this document and shall include teaching and *associate* members of staff.

- 2.2 The term '**school community**' shall include existing and potential staff members, governors, pupils, students, parents and guardians.

- 2.3 Definitions:

- (a) **Direct discrimination** means treating the victim less favourably than others on the grounds of their gender, race, disability etc.
- (b) **Indirect discrimination** occurs where the discriminator applies a condition or requirement which it is more difficult or impossible for a particular individual to comply with than the general population on the grounds of gender, race, disability etc. It should be noted that indirect discrimination may not be intended by the discriminator.

3.0 SCOPE OF THE POLICY

- 3.1 This policy so far as it relates to:-

- i) the provision of education and an ordered, caring environment for all pupils, shall be in accordance with the School Aims (Ref G1.1a)
- ii) employment matters, shall refer to individuals and groups whether they are actual or potential employees in the school.

- 3.2 This policy requires the Governing Body to recognise and respect cultural and religious diversity together with under represented groups and serve all sections of the school and wider community. Everyone should know what is available from the school and access to services and education provided will be based on objective criteria of need or

entitlement. The Governing Body will be open in its approach to make sure that we learn and take account of the views and experiences of the school and wider community through informal and formal dialogue.

3.3 In the context of pressures on resources and change, achieving equality assumes an even greater importance and requires even greater commitment. The Governing Body is committed to making progress; protecting any gains made and to developing ways of promoting and achieving equal opportunity and eliminating both direct and indirect discrimination.

3.4 This policy is designed to be effective in terms of all minority or disadvantaged groups for example:-

(a) **Ethnic Minorities**

Within the spirit of the Race Relations Act 1976, this policy aims to eliminate discrimination, allowing individuals a fair and equal chance of both developing their abilities and realising their expectations.

(b) **Sex Discrimination**

This policy aims to improve opportunities available to all. It is in the school's best interest to retain the services of trained, experienced staff. Men and women will be encouraged equally to apply for posts, provided there is no genuine occupational qualification, as allowed in the Sex Discrimination Act 1975.

4.0 **QUALITY STRATEGIES**

4.1 The Governing Body is committed to best employment and education practices.

4.2 In such a school based service, staff is at the heart of any commitment to equal opportunity together with equality and quality of education, other services, benefits and facilities delivered. The Senior Management Team should be mindful of the diversity of the school community and respond sensitively and effectively to the variety of needs and preferences.

4.3 Every governor and member of staff is responsible for ensuring that the education, other services, benefits and facilities provided at the school reflect and develop this policy.

5.0 **IMPLEMENTATION**

5.1 This policy applies to the whole school community and it will be the duty of each Head of Faculty to actively promote equal opportunity within his/her faculty.

5.2 Any member of staff, pupil, student or parent/guardian who feels that this policy has been breached, has the right to have his/her case considered in accordance with grievance procedure:-

- (a) In the case of staff members this may be effected in accordance with procedures contained in the staff handbook.
- (b) In the case of pupils or students and their parents/guardians this may be effected in the first instance via the headteacher.

5.3 Equal opportunity will be created within the following framework:-

- (a) **Fair recruitment, selection and promotion**
Staff will be recruited according to their ability to do the job and all promotional decisions will only be made in accordance with objective, job related criteria.

All staff advertisements will make reference to this Equal Opportunity Policy.

- (b) **Staff development and training**
The Senior Management Team will consider the implications of this policy when developing and implementing training strategies and programmes.

Relevant job training opportunities will be made available to all members of staff.

- (c) **Conditions of Service**
Implementation of the National and Local Conditions of Service together with the resultant working arrangements will be applied fairly to all members of staff.

- (d) **Flexible Work**
Where appropriate, flexible working practices (such as maternity leave, job share and part-time work) and an understanding approach to the demands of childcare, being important factors in creating equal opportunity, will be implemented at Gowerton.

In this respect the Governing Body wants to develop new policies for flexible working patterns and childcare. Governors recognise the importance to the school community of caring responsibilities and that equal opportunity will only become a reality if there is this kind of support.

The school recognises however that its priority must be continuity in the education of pupils and students and these practices will be implemented only where it can be done in a way which is not to the detriment of pupils and students.

- (e) **Harassment**
Making all members of our school community feel welcome and creating a safe school environment is an integral part of equal opportunity. This is why we have a policy and procedure to deal with harassment (G4.8). Everyone has the right of respect and governors will not tolerate behaviour which threatens groups or individuals.

5.4 Any member of the school community who fails to observe the provisions of this policy or who unfairly discriminates against another staff member, pupil, student, parent/guardian or applicant for employment may be subject to disciplinary action. (Staff G4.4/pupils/students G5.3 refers)

6.0 TARGETS AND ACTION PLANS

- 6.1 Each Head of Faculty is responsible for developing strategies and producing Equality Action Plans focusing upon achievable employment targets and provision of education and other service objectives. Such targets and objectives will then be approved by the Senior Management Team.
- 6.2 Employment policies and practices will be continuously reviewed against equal opportunity objectives and in the light of information gained as a result of monitoring.
- 6.3 Governors accept the LEA's undertaking to monitor implementation of an appropriate curriculum through the Education Development Service.
- 6.4 The Headteacher will regularly consult with the governor designated to oversee the provision of equal opportunity (inc multicultural education) to ensure the fair provision of education and other services is being maintained and the Headteacher will also report to the Governing Body on an annual basis regarding implementation of this policy. Such information will then be included in the governors' annual report to parents.

POLICY NAME: Equal Opportunities

REVIEWED BY: LMS (Finance) Committee

DATE REVIEWED: 6/11/14

DATE TO FGB: 21.1.15

SIGNED: Debbie Lloyd

PRINT NAME: Debbie Lloyd (Chair of Governors)

DATE NEXT DUE TO BE REVIEWED Oct 2017