



Equal Opportunities Policy

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EQUAL OPPORTUNITIES POLICY

(Relating to: gender, race, ethnicity, class, disability, special educational needs, religion, sexual orientation, gender identity and age)

What is “Equal Opportunity?”

Equal Opportunities at school is about ensuring that all children and adults have equality of opportunity in terms of access and outcome throughout all aspects of school life. It aims to ensure their life chances for the present and future are not impeded or distorted by anything that happens during their participation in the process of education, but are in fact widened to allow them to achieve the whole scope of their potential. It is important to note that equal access does not necessarily lead to equality of outcome.

Equal opportunity recognises and celebrates our similarities and our diversity as individuals and groups. It recognises that all individuals have an intrinsic right to be nurtured in such a way as they are able to reach their full potential.

Equal opportunity accepts that while we all have something of value to contribute, we do not all start on a level playing field. Consequently, some individuals will be disadvantaged in their attempts to reach their potential. We as an organisation will work hard to differentiate and maximise their personal achievement

Equal Opportunities covers the whole process of education but particularly embraces issues of multiculturalism, anti-racism, disability, ethnicity, gender and trans-gender, sexuality, and socio economic disadvantage. Strategies to combat inequality include those dealing with issues of self- esteem and sense of self-worth, school organisation, curriculum content and delivery, discipline, provision for those considered to have special educational and or English as an additional language needs, underachievement, and building social relationships within the school community. Equal opportunity is about creating the structures and contexts for unlocking potential.

On 1 October 2010 new equality legislation came into force. The Equality Act 2010 has replaced all existing equality legislation, including the Race Relations Act, Disability Discrimination Act, and Sex Discrimination Act. This means that three equality duties schools are familiar with (Race Equality, Disability Equality and Gender Equality) have been replaced by a Public Sector Equality Duty (PSED) which came into force on 6 April 2011. Under the PSED, schools must show due regard to the general duty and its three “components” as well as complying with a set of specifications. The three components to the PSED are:

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This means that schools are still required to take proactive steps to tackle discrimination, promote equality of opportunity and foster good relations. Explicit incidents which contribute to inequality include racism, sexism or any kind of discrimination. Physical violence, verbal abuse, insults, name calling, jokes / ridicule, threats, bullying and graffiti are some of the manifestations of this. Any such undermining of a person’s sense of worth or self-esteem is unacceptable. The school has a legal duty to implement and monitor an equal opportunities policy, and this is our latest update. George Tomlinson is proud of its excellent record of harmony, showcased by our zero permanent exclusion and very low general exclusion, bullying and racist incident record.

Statement of Intent

At George Tomlinson Primary School we are committed to offering equality of opportunity to all members of the school community.

We recognise that there are many inequalities within our society and that, as a result, certain individuals and groups (as listed above) have suffered discrimination and disadvantage. We have high expectations of all the children and will provide an ethos where there are equal opportunities for all of the children to achieve their potential. The equal opportunities policy also affects communication with parents/ carers and visitors, school admissions, exclusions and staff appointments. Everyone in the school community will work towards creating an ethos in which individual

differences are respected and celebrated. We have a code of practice and specific guidelines to ensure that this policy is implemented.

Code of Practice

It is the responsibility of all members of the school community, at all times, to challenge a child, staff member, or parent / carer who is demonstrating, verbally or physically, a negative attitude towards others.

We will challenge statements based on negative assumptions through discussion, activities, stories and weekly Philosophy 4 Children/circle time sessions.

Take the opportunity to use display space and assembly time to promote issues of equality, and self-esteem.

We will confront any abusive behaviour. If an incident occurs and the offender is a child, staff will explain why such behaviour is unacceptable. Serious offences will be reported to parents/ carers. All racist incidents are recorded and parents/ carers are informed. The recording of incidents of any kind of discrimination will be monitored by the governing body, so that areas of specific concern can be identified and followed up where appropriate.

Equal opportunities affect all aspects of the curriculum and a variety of strategies are used by staff to implement the policy.

Staff take positive action to promote equal opportunities through their planning and choice of resources.

Encourage a climate of openness where children feel safe and confident to raise issues of concern to them, bullying, racism, e – safety, taunting etc., and where the school can place a positive influence on discussion and events.

Be sensitive to the needs of all individuals; recognizing each in his or her own right, and without placing labels on individuals or groups of children. This includes a commitment to offer time to each individual and ensure that individual or group needs are met.

Be aware of the power of language as a tool which can promote equality or perpetuate inequality.

Children, too, need to be made aware of their language use and its implications. In addition they also need to be made aware of their part in promoting positive relationships and the ethos of the school.

Encourage high aspirations and a skill set for a global citizenship by offering a range of opportunities and experiences to broaden and raise personal expectations as much as possible.

Planning for lessons and topics aims to acknowledge the contribution of other cultures and groups.

An Equal Opportunities checklist for George Tomlinson Primary School

1. A positive effort is made by all staff to ensure that children from all groups are given the opportunity to take responsibility for 'special' tasks i.e. taking messages, tidying up, helping with carrying equipment, delivering registers etc.
2. A determined effort is made by staff to know the correct names of children and parents/ carers.
3. Registers are organised alphabetically (not in separate lists for girls and boys).
4. We have two playgrounds designated for Key Stage 1 and Key Stage 2 as well as the Early Years outdoor area. The school has worked hard to provide a variety of opportunities for different types of play. There is a variety of small playground equipment that the children can choose daily. These resources have been chosen in order to encourage both co-operative and individual play. A variety of lunchtime clubs are in place so that children can also choose a quieter indoor activity.
5. Children line up and move about the school in pairs or in alphabetical order, not in lines of boys and girls.
6. Indoor/outdoor P.E. and team games are mixed.
7. Within the classroom teachers make every effort to ensure that:
 - A variety of groupings and teaching styles are used, that encourage collaboration between all groups
 - No activity is restricted to one group
 - All groups contribute equally; no single group is allowed to dominate discussion or the answering of questions or to dominate the use of computers or other equipment
 - Resources are chosen carefully in order to promote equal opportunities
 - Role activity areas in classrooms are used by all children and staff to encourage the exploration of different roles that are not limited to stereotypes
 - Boys and girls will have access to the full range of educational activities and equal entitlement to all resources
 - Raise awareness amongst the staff of the dangers of gender role stereotyping and of procedures and principles to counter it
 - Encourage all children to extend their horizons and make children aware of all the opportunities available to them

- Use positive role models and ensure the achievements and contributions of both men and women throughout history, art, literature and science are incorporated appropriately into the curriculum. It needs to be presented as a natural part of the curriculum and not an appendage
- Teachers have equally high expectations of both boys and girls
- Use, where appropriate, discussion, drama, role play to explore different roles: empathy and understanding of others
- Build in activities to the curriculum which challenge limiting assumptions, explore new avenues of thought. For example, write a fairy story with characters who have stepped outside of their stereotyped role; active, strong clever princesses
- Challenge inappropriate stereotypes, sexist comment and inappropriate statements about sex roles: for example, “boys are better at...”
- Ensure school texts and resources do not promote sex stereotyping. We recognise the more than occasional limitations of commercial material and budget limitations but will actively endeavour to purchase material which promotes positive role models for both sexes

- 9 Discipline in the school is by reasoning, discussion and negotiation. Male members of staff do not have special responsibility for discipline.
- 10 Ensure staff are seen as positive role models
- 11 Ensure we employ the very best available staff for all roles in the school regardless of gender (or transgender) and / or sexuality.
- 12 Monitor our own practice, beliefs and expectations through self-evaluation. Do we expect girls to be more.....?
- 13 Consider carefully, and act on, equality issues in the organisation and management of learning. We recognise that the achievement of equality will be complex and subtle.
- 14 Staff endeavour not to have stereotypical expectations of, and responses to, different types of behaviour i.e. ‘boys don’t cry’.
- 15 It is the responsibility of all staff to challenge a child who, either verbally or physically, demonstrates negative attitudes towards others.
- 16 Equal opportunities affect all aspects of the curriculum. Each member of staff with responsibility for an area of the curriculum ensures that our whole school approach to that area supports equal opportunities.

Equalities Policy: Anti-Racist Policy

Aims

- Provide a curriculum which emphasises respect and understanding of all cultures and religions.
- Provide a curriculum which enables children to develop skills to recognise and challenge inequality.
- Ensure a consistent approach to tackle racism in all its forms and manage racist incidents.

Rationale

Racism refers to the consequence of placing social significance in concepts of race which have as their outcome the disadvantage of individuals and groups.

Racism may be exhibited in many forms including physical assault, derogatory name calling, verbal abuse, insults, jokes, graffiti, provocative behaviour, (including wearing badges or bringing literature to school,) ridicule of an individual for cultural or religious difference and refusal to co-operate with others because of their ethnic origins.

Racism includes all practices and procedures that discriminate against people because of their race, colour, culture, nationality and national or ethnic origins (including religion and language) whether on an individual, institutional or cultural level. Discrimination is defined as action or behaviour which disadvantages a group of people.

Racism can take many forms from direct harassment (e.g. racist name calling or physical bullying) to indirect and institutional racism (e.g. discriminatory admissions criteria and allocation to teaching groups). Racism can occur between any ethnic group.

Racism has a long history affecting millions of people. People are seriously harmed and injured by it. The law recognises the seriousness of racism by requiring that courts should impose higher sentences when an offence is aggravated by racist or religious hostility.

What is a racist incident?

A racist incident is defined as **‘any incident which is perceived to be racist by the victim or any other person’** (Stephen Lawrence Inquiry Report 1999). An incident may have occurred either intentionally or accidentally either overtly or covertly.

This definition is deliberately broad. In the past, racist incidents nationally have been under-reported and this definition ensures that any reported incident has the scope to be investigated, without the potential of the racist dimension

disappearing unchallenged. A well-intentioned response may well be to excuse the incident by emphasising the lack of explicit intent. This underplays the feelings of the individual or group on the receiving end and perpetrators must be made aware of the hurt that they have caused and should not be allowed to be empowered at someone else's expense. The distinctive feature of a racist incident is that a person is attacked not as an individual, but as the representative of a family, community or group. This has potentially harmful consequences not just for the immediate individual, but the wider community.

When an incident perceived to be racist is investigated at a school, the following should be considered:

- ◆ If the pupils alleged to be responsible are known to hold racist views or to engage in racist behaviour, or be part of a friendship group that do
- ◆ If they were wearing outward signs of belonging to a racist culture
- ◆ If there was no, or only slight, provocation
- ◆ If there is no other explanation for the incident

Whether or not the pupil(s) responsible intended their behaviour to be racist is irrelevant. Of course, when it comes to dealing with an incident, their intentions and attitudes are an important consideration, but at the stage of initial recording and investigating, motivation and awareness are not the main issue.

Racist incidents can involve any of the following:

- ◆ Verbal abuse, threats and name-calling
- ◆ Racist graffiti
- ◆ Racist comments in the course of discussions
- ◆ Physical intimidation
- ◆ Violent attacks because of a person's colour, ethnicity, nationality or religion
- ◆ Incitement of others to behave in a racist way
- ◆ Refusal to co-operate/work with other pupils because of their colour, ethnicity, nationality or religion
- ◆ Ridicule of cultural differences e.g. food, dress, language, names, appearance
- ◆ Racist jokes (including those circulated on mobile phones and via the internet)
- ◆ Damage caused to a person's property
- ◆ Possession/distribution of racist material
- ◆ Wearing racist badges/insignia

In order to work towards the elimination for racism, promote a climate of respect and understanding and prepare children for life in an inter-cultural and increasingly global society, we will employ the following strategies:

- Place value on different ethnic groups, cultures and languages in our multi-racial / cultural society, recognising that culture is central to a child's identity and foster these cultures and incorporate them into our learning environment.
- Ensure that each child is valued as an individual.
- Regard bilingualism as an asset.
- Ensure that lack of fluency in English will not be used as an indication of academic potential.
- Give equal status to all ethnic groups and hold appropriately high expectations of all children.
- Foster a climate where children are confident in reporting and discussing racism.
- Ensure our curriculum:
 - Reflects and values cultural diversity and the wide range of social and ethnic groups in society and will allow other cultures to be described in their own terms.
 - Leads to an understanding of other cultures and lifestyles
 - Enables children to develop the ability to recognise inequality, prejudice, stereotyping and equip children with the knowledge and skills to challenge them, that is incorporates anti-racist teaching strategies
 - Avoids racial or cultural stereotypes. Those in classical literature that cannot be avoided should be explained to children and contextualised

As an organisation we should actively counter discrimination, prejudice and inappropriate behaviour and statements by children whenever they occur

Monitoring

Racist incidents will be logged and monitored for patterns of behaviour. Subject managers will monitor the content of the curriculum to ensure it includes opportunities to address issues of equality and has an inter-cultural and global outlook.

Outcomes

- Staff are confident to deal with racist incidents quickly and sensitively
- Pupils bring racist incidents to the attention of staff
- The curriculum reflects an anti-racist, inter-cultural and global outlook
- All pupils are successfully integrated into the life of the school whatever their heritage or background

Responses

Racist incidents must be taken seriously however trivial they may seem in isolation. They are very hurtful and demeaning to the individual, while institutionally they have the potential to negate the validity of the school community.

A racist incident should be reported to a senior member of staff and the incident recorded using the racist form and fully investigated.

It needs to be explained to the perpetrator and the victim that racism is not acceptable. Sanctions will be dealt with in accordance with school discipline policy involving parents as appropriate.

The school reports all racist incidents and reports them to the pupil's parents, school governors and the LEA. If a positive response is not received from parents, the matter may need to be taken up with the Governing Body and / or referred to the school education officer.

Guidelines

Young children may not understand the full meaning of their words and actions but if they go unchecked they are likely to develop behaviour which is damaging to themselves and others.

Even when we feel that a comment or incident is "harmless" (not intentionally racist), we have a responsibility to intervene and counsel. If we do not we effectively condone what has happened.

Consequently, the school and all its staff will clearly state opposition to such incidents and make it clear that they are unacceptable.

We need to reinforce that it is the behaviour and not the child that is unacceptable.

Victims, onlookers and the perpetrator will be positively supported. The victim should retain some control over the outcome of the matter.

If we deal with incidents, racist or otherwise in isolation nothing will change. Part of our strategy to eliminate incidents must involve promoting a climate which fosters a sense of self-worth and respect for others as well. We also need to empower children they must be involved and feel confident that they will be listened to and that any incident will be dealt with. In addition, we need some degree of anti-racist teaching in our curriculum. Hence only the implementation of this policy as a whole will significantly work towards the achievement of equality of opportunity.

Monitoring

Racist incidents will be logged on the LEA proforma and a copy sent to the School Improvement Team at Unity House.

Monitoring information will be used to identify patterns of behaviour and develop strategies to overcome them.

Equalities Policy: Disability

Aims

We are committed to equality of access and opportunity for disabled people.

Rationale

Especially given the nature of our two-storey building we will, upon the impending registration of any disabled child at George Tomlinson Primary, consider access and need in association with the LEA and advisory support service.

Our Inclusion Manager and SMT work closely with the LEA to provide any equipment, modification to any equipment or the premises which will enable a disabled child or member of staff to undertake a full education or employment at George Tomlinson Primary.

In order to achieve this we will:

- In partnership with the LEA, identify and remove any physical and procedural practices which could disadvantage a disabled child.
- Promote understanding of disability as an equality issue.
- Incorporate disability issues into the curriculum and school life, e.g. assemblies when appropriate.
- Ensure that we speak of disability using language determined by the disabled.
- Promote positive images of disability through school resources.

Monitoring

- Work to facilitate access for disabled users will be monitored by the Governors' buildings and premises committee.
- Subject co-ordinators will monitor their subject curriculum, assessment procedures, resources and learning outcomes to ensure the school presents a positive image of disabled people.
- Subject managers and class teachers will monitor their subject curriculum, assessment procedures and resources to ensure they meet the need of any disabled pupils.

Outcomes

- The school works closely with the LEA to ensure equal access to the school site for disabled users.
- The school promotes a positive image of disability.
- Disabled users feel confident, secure and valued when using our site and facilities

Equalities Policy – inter-cultural education

Aims

- To develop a respect, knowledge and understanding for other cultures, religions and ways of life that are present in our increasingly global society
- To nurture the self-esteem and sense of self of all pupils
- Contribute to pupils understanding of the positive role they have to play to develop a just and fair society
- Combat inequality and discriminatory practices

Rationale

Children need to develop a respect, knowledge and understanding for other cultures, religions and ways of life if they are to play a positive and effective role in our increasingly global society. A knowledge and respect for others goes part way to challenging inequality.

Strategies to ensure that an inter-cultural out-look permeates the life of the school

- Celebrate the diversity of language, culture and religious belief in our school and the wider society
- Celebrate world festivals and note the achievements of people from all cultures around the world
- Purchase of resources will reflect the diverse range of cultures and religions in our society
- Display around the school will celebrate the diversity of cultures around the school
- Recognise the valuable resources our children, parents, staff and community visitors can bring to our inter-cultural education

Monitoring

- Subject managers will monitor the curriculum, assessment procedures, resources and learning outcomes to ensure the effective intercultural outlook of their subject
- Senior staff will monitor to ensure the wider life of the school, for example assemblies have an explicit inter-cultural perspective

Outcomes

- Children and staff have understanding and respect for the cultures, religions and lifestyle of themselves and others
- All children recognise that their own background and experiences are valued by the school
- Access to the whole curriculum is offered to all pupils, recognising that equality of access does not necessarily result in equal outcomes
- The school community operates on a basis of co-operation and respect
- Resources reflect the cultural and religious diversity of our school, community and the wider world

Equalities Policy – Employment and Staff Development

Aims

- To ensure all staff feel valued members of the school community
- To enable all staff to reach their potential
- To support staff in their professional development
- Relationships of the staff to act as role models to the children and their parents

Rationale

Our Equal Opportunities Policy is guided by legislation and LEA policy

We are committed to ensuring that all adults working at and applying for a position at George Tomlinson Primary receive full and equal consideration through the whole recruitment process.

In order to achieve this, we will:

- Follow the guidelines laid down by the LEA when new recruitment is made
- Ensure all staff are made aware of our equal opportunities policy and are supported when discriminatory situations arise
- Ensure all staff will receive details of professional courses operated by the LEA and local teaching training establishment