



# Twineham CofE School

*Nurture Togetherness Resilience Creativity*



*Everyone is a gift and everyone is gifted*

## **EQUAL OPPORTUNITIES POLICY**

At Twineham Church of England School, we believe that everyone is a gift and everyone is gifted. Our school values of nurture, togetherness, resilience and creativity underpin our daily lives as we strive to find the best in everyone without barriers, preconceptions or inequalities. Our equality objectives are updated every year and are displayed on our school website.

The Equality Act 2010 protects everyone in Britain and covers seven protected characteristics:

- Age
- Disability
- Gender reassignment
- Pregnancy or maternity
- Race
- Religion or belief
- Sex or sexual orientation.

For further details, please visit <https://www.gov.uk/guidance/equality-act-2010-guidance>.

Our policy refers to all members of our school community. Through the implementation of this policy we will ensure that every adult, child or young person will have access to the necessary support required to enable them to reach their highest potential and that the school's procedures for management of staffing, learning and behaviour are fair, effective and equitable.

To do this, the school's leadership will, in the cycle of monitoring and self-evaluation, highlight possible and actual inequalities in standards, provision and leadership and management, investigate why they take place and remove any unfairness and disadvantage.

We will take action to ensure that, where possible, the adults and volunteers (including Governors) working in our school reflect and celebrate diversity across all seven protected characteristics.

### **The school also recognises:**

- that some people present negative attitudes, stereotypes and myths that can lead to people becoming socially and economically disadvantaged, excluded or marginalised
- that some members of our society have stereotypes for both women and men and both can lose opportunities because of these stereotypes
- that people can face discrimination because of the attitudes of some parts of society towards the faith communities to which they belong
- the need to protect staff and learners from unlawful discrimination and harassment on the grounds of age, disability, gender reassignment, pregnancy or maternity, race, religion or belief, sex or sexual orientation
- that all forms of bullying and discrimination are unacceptable and will not be tolerated
- that community cohesion is a process that should take place in all communities to ensure that different groups and individuals work and get on well together.

### **In promoting equality, we are committed to:**

- challenging stereotypes and prejudice within and beyond the school
- acquiring or managing resources to guarantee effective implementation of this policy
- making the whole school environment welcoming to all
- spreading expertise among the staff
- providing opportunities for all adults and children to learn and to establish strong and positive relationships with their peers
- establishing and maintaining positive links between the school and its local and wider communities.

Children, parents, carers, staff, Governors and other stakeholders from the school community have been consulted when drawing up this policy and will continue to be involved in its review and evaluation. We have made links with three organisations that promote a positive image of disability amongst young people - *Enable Me, Just Different and Disability UK*.

### **The context of our school**

The context of our school is outlined in the School Evaluation Form (SEF). Twineham CE School is a smaller than average primary school with low social deprivation, a predominantly White British community and a very low population of people from Black and Ethnic Minority backgrounds. Our curriculum intent is designed to help children learn about diversity through resources and activities that reflect the wider world.

The staff and Governors are committed to make reasonable adjustments to equality objectives as our intake and community changes. Distinctive features of our school or significant partnerships that are aids to promoting equality, as well as any known barriers, are recorded in the SEF.

Embedded in our school's overall aim and ethos is the commitment of ensuring equal treatment for all employees, pupils and others involved in the school community, and creating good relationships in school with all groups of people and in promoting equality of opportunity for all.

### **Dealing with incidents**

We are committed to taking the necessary actions to remove barriers to inclusion and work hard to ensure a safe, positive and inclusive environment.

We recognise that hate incidents or prejudice-based behaviour is driven by negative assumptions, stereotypes or misinformation. These are then directed against an individual or group, based on difference (real or perceived), and linked to, for example, racism, homophobia, negative views of disabled people or sexism. We will take action to prevent, challenge and eliminate any such behaviour.

Through our school values and curriculum, we want our pupils to understand better the diversity that exists in society. We want to provide opportunities for them to explore the subtleties and complexities in order to prevent and respond to incidents and situations.

We will record all hate incidents and prejudice-based bullying. Incidents will be followed up and addressed, whilst providing support to children and adults involved and seeking external advice as needed. Incidents will be reported to Governors.

### **Complaints**

Complaints by staff will be dealt with under the WSCC Model Behaviour in the Workplace Policy for all school-based staff. All other complaints should be made using the Complaints Policy.

### **Further information**

Please contact the Headteacher if you have any questions, or would like further information about equal opportunities at Twineham Church of England School.

***REVIEWED: AUTUMN 2022***