

# EQUAL OPPORTUNITIES POLICY



## ST AUGUSTINE'S CE PRIMARY SCHOOL

Date approved: September 2019

\*Date for revision: September 2022

Responsibility: Local Governing Board

Approved by the LGB

Signature of Chair \_\_\_\_\_

\*subject to any relevant changes in legislation or other appropriate guidelines

# EQUAL OPPORTUNITIES POLICY

## POLICY STATEMENT

- This policy and its appended Race Equality Policy applies to all students and staff of St Augustine's CE Primary School and to all parents, Governors or visitors (including suppliers of goods and services) to the school. It also applies to those persons representing St Augustine's CE Primary School whilst off site.
- This policy is designed to eliminate direct and indirect discrimination against individuals or groups within the school. One of the stated aims of the school is **'To Provide A Caring Community In Which Equal Opportunities Are Available To All.'**

## EVERY MEMBER OF THE SCHOOL IS TO BE HELD OF EQUAL WORTH.'

- The school fosters respect for others and raises the consciousness of its members on issues of discrimination and equality. The fostering of stereotypes must be avoided and assumption challenged.
- The school does not tolerate discrimination on grounds of gender, race, colour, nationality religion, disability, physical appearance, sexual orientation, age or socio-economic grouping. All members of the school must be aware that discriminatory or abusive behaviour or language is unacceptable. Language refers to all means of communication including verbal, written and electronic.
- The curriculum addresses issues of discrimination and equality and prevents stereotyping. All parts of the school embrace equal opportunities in a manner which reflects and supports the aims and policy of the school.
- The school is committed to promote equality of opportunity for all of its members and seeks to appoint, develop and retain people required to meet its objectives. It makes provision for the special needs of its members.
- The school's employment policy shall encompass the aims of equal opportunities in relation to recruitment, promotion, transfer, training and benefits. Wherever possible, all vacancies will be advertised simultaneously externally and internally. Selection criteria will be kept under constant review to ensure that they are justifiable on non-discriminatory grounds as being essential for the effective performance of the job. Wherever possible more than one person must be involved in the selection interview and recruitment process, and all should have received training in equal opportunities. Reasons for selection and rejection of applicants for vacancies must be recorded.

## PRACTICE

- Salford Children's Services procedures must be followed when dealing with contraventions of this policy. A member of the Senior Leadership team must be informed immediately of such incidents. A full investigation should be carried out and the normal disciplinary procedures of the school followed.
- The needs of the victim are paramount. Counselling must be offered. The offender must be counselled with regard to the inappropriateness of word or act, and in the case of a student, a letter sent to parents informing of the incident and action taken.

## RESPONSIBILITIES

- The overall responsibility for the establishment of all policies and procedures relating to equal opportunities lies with the Local Advisory Body based on advice from the Principal.
- The Principal will, on behalf of the Local Advisory Body, ensure that the policy is effectively communicated, implemented and continually reviewed across the school.
- The Principal has responsibility to ensure that the Policy is consistently and appropriately implemented and to ensure that all individual members are aware that they have an obligation at all times to uphold and promote the Policy and to comply with all relevant legislation and the relevant Codes of Practice.
- All members are encouraged to provide feedback on the effectiveness of the Policy.

## IMPLEMENTATION

The school is committed to a fully effective Equal Opportunities Policy, and will:

1. Through appropriate communications, ensure that the policy is understood and implemented, and that all individual members fully understand their personal responsibilities
2. Ensure that all external agents acting on behalf of the school are fully aware of, and apply the Policy
3. Make appropriate provision for the implementation of the Policy
4. Review its recruitment, selection and employment practices, and opportunities for training and development
5. Monitor the effectiveness of the Policy, aiming for continuous improvement in all aspects of equal opportunities

The school will appoint a working group to monitor the policy, and its appended Race Equality Policy, and evaluate its effectiveness on an annual basis. This group will consist of:

1. The senior member of staff nominated by the Principal
2. A nominated Governor/Local Advisory Board member
3. A representative of the support staff.
4. A parent
5. A student.

# APPENDIX: RACE EQUALITY POLICY

## INTRODUCTION

The Race Relations Act (Amendment) 2000 imposes a general duty on schools to:

- Promote racial equality
- Promote good race relations
- Eliminate unlawful racial discrimination.
- There are also specific duties requiring each school to:
- Prepare a written policy of race equality
- Assess the impact of its policies, including its race equality policy, on students, staff and parents, including the impact on attainment levels on such students.
- Monitor, by reference to their impact on such students, staff and parents, the operation of such policies, including their impact on the attainment of such students.

## SCHOOL CONTEXT

**ST AUGUSTINE'S CE PRIMARY SCHOOL IS SITUATED IN SWINTON, SALFORD. THERE ARE AROUND 220 PUPILS ON ROLE (55 OF WHOM ARE NURSERY AND RECEPTION PUPILS). THE SCHOOL IS A ONE-FORM ENRTY. THE AREA AROUND THE SCHOOL, FROM WHICH THE PUPILS ARE DRAWN, CONSISTS OF MAINLY LOCAL AUTHORITY AND SOME OWNER-OCCUPIED HOUSING THE SCHOOL'S INTAKE IS NOT CULTURALLY DIVERSE WITH NEARLY 90 PER CENT OF THE PUPILS COMING FROM HOMES WHERE ENGLISH IS THE FIRST LANGUAGE; ONLY 10% OF PUPILS ARE NOT WHITE BRITISH. 26% OF THE PUPILS ARE ELIGIBLE FOR FREE SCHOOL MEALS, WHICH IS JUST BELOW THE NATIONAL AVERAGE.**

## SCHOOL AIMS

- 1. TO ACKNOWLEDGE THE EXISTENCE OF RACISM AND TO WORK TOWARDS THE ELIMINATION OF UNLAWFUL DISCRIMINATION.**
- 2. TO PROMOTE EQUALITY OF OPPORTUNITY.**
- 3. TO PROMOTE GOOD RELATIONS IN ORDER TO ENCOURAGE INCLUSION IN THE WIDER EDUCATIONAL COMMUNITY.**
- 4. TO ENSURE THAT STUDENTS AND STAFF FROM ALL RACIAL GROUPS ARE ENCOURAGED TO ACHIEVE THEIR FULL POTENTIAL.**
- 5. TO PREPARE STUDENTS FOR A LIFE IN A CULTURALLY DIVERSE SOCIETY.**
- 6. TO CREATE A SCHOOL IN WHICH EVERY PERSON, IRRESPECTIVE OF THEIR RACE, COLOUR, ETHNIC NATIONAL ORIGIN OR CITIZENSHIP, FEELS VALUED AND WELCOMED.**

## PURPOSE

1. TO ADDRESS AND RAISE STANDARDS OF EDUCATIONAL ATTAINMENT FOR THOSE GROUPS OF STUDENTS AT RISK OF UNDERACHIEVING. THESE MAY INCLUDE THOSE OF AFRICAN AND ASIAN DESCENT, TRAVELLERS AND ASYLUM SEEKERS AND REFUGEES.
2. TO PROMOTE AN INCLUSIVE CURRICULUM, ETHOS AND LEARNING ENVIRONMENT.
3. TO CELEBRATE CULTURAL DIVERSITY.
4. TO PROMOTE A CLIMATE OF UNDERSTANDING, TOLERANCE AND HARMONY.
5. TO COMBAT DISCRIMINATION, PREJUDICE AND HARASSMENT.
6. TO ATTEMPT TO ADDRESS ANY UNDER REPRESENTATION OF ETHNIC MINORITY STAFF IN SCHOOL.

# GUIDELINES FOR PROMOTING RACE EQUALITY

## **THE SCHOOL WILL PROMOTE EQUALITY AND CHALLENGE RACISM BY:**

- **EXPLOITING OPPORTUNITIES THROUGH ASSEMBLIES AND TEACHING TO DEAL WITH ISSUES OF PREJUDICE. E.G. SHOW RACISM THE RED CARD CAMPAIGN.**
- **CELEBRATING STUDENT ACHIEVEMENT.**
- **REVIEWING TEXTS TO ENSURE APPROPRIATENESS AND INCLUSIVENESS.**
- **ENSURING THAT ALL STAFF CHALLENGE INAPPROPRIATE RACIST COMMENTS USED BOTH IN AND OUT OF LESSON TIMES.**
- **BANNING RACIST BADGES AND GRAFFITI FROM SCHOOL.**
- **FOLLOWING LA GUIDELINES ON REPORTING ANY RACIST INCIDENTS.**
- **EXAMINING THE CURRICULUM CONTENT TO ELIMINATE THE USE OF NEGATIVE IMAGES AND PROMOTE THE USE OF POSITIVE IMAGES WHEREVER POSSIBLE.**

## **DEFINITION OF A RACIST INCIDENT**

**A RACIAL INCIDENT IS ANY INCIDENT WHICH IS PERCEIVED TO BE RACIST BY THE VICTIM OR ANY OTHER PERSON.**

## **IMPLEMENTATION**

**THE LOCAL ADVISORY BODY SHALL ENSURE:**

- **THAT THE SCHOOL COMPLIES WITH THE RACE RELATIONS LEGISLATION**
- **THAT THE POLICY AND ITS RELATED PROCEDURES AND STRATEGIES ARE IMPLEMENTED.**

**THE PRINCIPAL SHALL:**

- **IMPLEMENT THE POLICY AND ITS RELATED PROCEDURES AND STRATEGIES**
- **ENSURE THAT ALL STAFF ARE AWARE OF THEIR RESPONSIBILITIES AND ARE GIVEN APPROPRIATE TRAINING AND SUPPORT**
- **TAKE APPROPRIATE ACTION IN ANY CASES OF RACIAL DISCRIMINATION**

**ALL STAFF SHALL:**

- **DEAL WITH RACIST INCIDENTS, AND KNOW HOW TO IDENTIFY AND CHALLENGE RACIAL BIAS AND STEREOTYPING.**
- **PROMOTE RACIAL EQUALITY AND GOOD RACE RELATIONS AND NOT DISCRIMINATE ON RACIAL GROUNDS**
- **KEEP UP TO DATE WITH RACE RELATIONS LEGISLATION BY ATTENDING TRAINING AND INFORMATION OPPORTUNITIES**
- **REPORT RACIST INCIDENTS TO THE SENIOR MEMBER OF STAFF RESPONSIBLE, WITHIN THE SCHOOL, AND FOLLOW GUIDELINES GIVEN.**

#### **SPECIFIC STAFF RESPONSIBILITIES:**

- **A SCHOOL GOVERNOR AND A SENIOR MEMBER OF STAFF SHALL BE RESPONSIBLE FOR CO-ORDINATING RACIAL EQUALITY WORK AND REPORTING INCIDENTS OF RACISM OR RACIAL HARASSMENT.**

#### **VISITORS AND CONTRACTORS:**

- **SHALL BE AWARE OF, AND COMPLY WITH, THE SCHOOL'S RACE EQUALITY POLICY.**

#### **BREACH OF THE POLICY**

**ANY BREACH MUST BE REPORTED TO THE SENIOR MEMBER OF STAFF RESPONSIBLE FOR RACIAL EQUALITY IN THE SCHOOL AND SCHOOL PROCEDURES FOLLOWED.**

#### **POLICY PLANNING AND DEVELOPMENT**

- **RACE EQUALITY IMPACT QUESTIONS SHOULD BE BUILT INTO POLICY DEVELOPMENT AND PLANNING**
- **RACE EQUALITY TARGETS SHOULD BE CONSIDERED WHEN MAKING STRATEGIC PLANS.**

#### **ETHNIC MONITORING**

- **ETHNIC MONITORING DATA SHOULD BE USED TO MONITOR THE ATTAINMENT AND PROGRESS OF INDIVIDUALS FROM ETHNIC MINORITIES.**
- **ETHNIC MONITORING DATA SHOULD BE USED TO INFORM PLANNING AND DECISION MAKING.**

#### **REVIEWING AND ASSESSING POLICIES**

- **THIS APPENDED POLICY SHOULD BE REGULARLY REVIEWED FOR ITS EFFECTIVENESS AND IMPACT IN ELIMINATING RACIAL DISCRIMINATION, PROMOTING RACIAL EQUALITY AND GOOD RACE RELATIONS AS PART OF THE REVIEW AND ASSESSMENT OF THE SCHOOL EQUAL OPPORTUNITIES POLICY**
- **RACIAL EQUALITY QUESTIONS SHOULD BE BUILT INTO SCHOOL SELF-REVIEW AND EVALUATION FRAMEWORKS, INCLUDING LESSON OBSERVATIONS.**

#### **MAKING AVAILABLE THE RESULTS OF MONITORING AND ASSESSMENTS**

**THE RESULTS OF THE MONITORING AND ASSESSMENT OF THE SCHOOL'S RACIAL EQUALITY POLICY WILL BE PUBLISHED IN THE SCHOOL'S PROSPECTUS/WEBSITE AND REVIEWED ANNUALLY.**