

## EQUAL OPPORTUNITIES POLICY

*Having regard to the Equality Act of 2010 that replaces the provisions of the Sex Discriminate Act of 1976 and Disability Discrimination Act 1995.*

*This policy must be read in conjunction with the following policies:*

*Accessibility Plan*

*Admissions Policy*

*Recruitment Policy*

*Special Educational Needs Policy*

***This policy is applicable to all children and personnel in the school including those in the Early Years Foundation Stage***

At Dodderhill everyone is treated as an individual, regardless of their gender, religious persuasion, racial origin, cultural and linguistic background, sexual orientation, social group or disability.

The need for an effective, evolving Equal Opportunities Policy is crucial and the guidelines in this policy need to be put into practice on a daily basis in all areas of a child's experience i.e. in the provision of equipment and in the planning of activities.

### **Legal Framework**

Staff must remember that Equal Opportunities is enshrined in many different Acts of Parliament, and that it is our legal duty to support its cause. It is important that staff consider their own speech and pre-conceived attitudes in relation to Equal Opportunities. The designated member of staff responsible for Equal opportunities is Mrs Angela Clancy, Pastoral Deputy.

### **Areas of Equal Opportunities**

Equal Opportunities encompasses many areas of life and staff should be mindful that the list below is an evolving one, but "protected characteristics" listed in the Equality Act 2010 include::

- Religious or belief
- Include colour, nationality, ethnic or national origin
- Cultural and Linguistic Background
- Children who are not fluent in English
- Gender reassignment sex
- Social Group
- Disability
- Special Abilities
- Difficult Children
- Sexual orientation
- Pregnancy and maternity
- Age
- Marriage and Civil Partnership

### **CHILDREN**

Children come from a variety of ethnic, cultural, religious, linguistic and social backgrounds and the cultural diversity that this brings is much valued.

## **Curriculum**

All children have equal access to the curriculum and the educational opportunities that are offered by the School and EYFS. E.g. where pupils are withdrawn for individual music lessons or learning support they do not lose access to a particular subject every week.

## **Learning difficulties or disabilities**

Support is provided for all children with learning difficulties or disabilities to ensure that they have equality of access to all that is offered at Dodderhill in the EYFS and the School.

In the Early Years Foundation Stage we have regard to the SEN Code of Practice

Where a child becomes disabled the school will, where possible, make reasonable adjustments to remove the disadvantages faced by the child.

## **STAFF**

### **Employment and Recruitment**

Dodderhill is an equal opportunities organisation. Job applicants and members of staff are always treated in the same way regardless of their gender, marital status, race, colour, ethnic or national origin, disability or sexual orientation. The Recruitment Policy is followed for every appointment regardless of the position involved and takes full account of Equal Opportunities.

### **Disabled Persons**

Where a disabled person applies for a post or a member of staff becomes disabled the school will, where possible, make reasonable adjustments to remove the disadvantages faced by the disabled person.

### **Discipline:**

Any member of staff who discriminates against, victimised or harasses any other member of staff or a child on any equal opportunities grounds will be subject to the school's disciplinary procedures. Such behaviour may well constitute gross misconduct and could result in summary dismissal.

### **Grievances:**

Any employee who believes he or she has received less favourable treatment on equal opportunities grounds is asked to use the school's grievance procedure.