



Dated: March 2023

Review Date: March 2024

Equal Opportunities Policy

Manorway Independent School recognises that discrimination and victimisation is unacceptable and that it is in the interests of Manorway Independent School and its employees to utilise the skills of the total workforce. It is the aim of Manorway Independent School to ensure that no student, employee, job applicant or governor receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion / belief, sex, or sexual orientation (the protected characteristics).

Equality is a core cultural value and is central to the wider issues of social inclusion. It is an element of many curriculum areas, such as humanities and citizenship, and it is a key consideration in employment policy and practice.

This policy is statutory, and schools are bound to comply with associated legislation. **This includes:**

The **Sex Discrimination Act 1975**, which made it illegal to discriminate against a person on the grounds of their sex.

The **Race Relations Act 2000**, which made it illegal to discriminate against a person on grounds of colour, race, nationality or ethnic / national origins in education, housing, and the provision of goods, facilities, or services. The amended Race Relation Act 2000 gave public authorities a new statutory duty to promote race equality.

The **Disability Discrimination Act 1995**, under which disabled people have the right not to be discriminated against in employment or in access to goods and services. A person has a disability if he or she has a physical or mental impairment which has substantial long-term adverse effects on their ability to carry out normal day-to-day activities.

The **Human Rights Act 1998**. This contains a clear statement of everyone's rights under the European Convention on Human Rights. For schools it affects admissions, discipline, special educational needs, recruitment of staff, and staff disciplinary procedures.

In essence, a school must not discriminate against students applying for admission, existing students, people applying for jobs or members of staff on the basis of sex, race, colour, nationality, or ethnic / national origins.

There is evidence that students from certain groups are excluded more frequently than their peers. In any school there may be issues of rural, urban, or social deprivation which need to be addressed, as well as sex, race, colour, nationality, or ethnic / national origins.

Status – Statutory

Purpose

The purpose of the policy is to ensure that the schools' ethos, policies, and practices respect and protect the rights of all individuals and to promote positive action to ensure that all pupils and staff are enabled to make the most of their abilities and qualities.

Manorway Independent School is committed to promoting understanding of the principles and practices of equality. We aim to equip students with an awareness of our diverse society and to appreciate the value of diversity.

Every member of the school is regarded as of equal worth and importance, irrespective of their creed, culture, class, race, gender, sexuality and/or disability.

Every aspect of the school's work has an equal opportunities dimension. This may be expressed explicitly in teaching materials and display, implicitly in classroom practice, or as part of the 'hidden curriculum' of social interaction amongst and between staff and students.

Who was consulted?

In formulating the policy all staff and committee members were consulted.

Roles and responsibilities of the Head teacher, other staff, and committee

Governing Body and the Head teacher need to ensure that legislation is complied with. This policy will require our school to do the following:

- Set targets to challenge all student to achieve their potential.
- Deploy resources effectively and efficiently to ensure that all students receive appropriate support.
- Minimise the effect of social and economic deprivation on pupils' learning.
- Celebrate racial and cultural diversity.
- Plan the curriculum and its delivery to take into account the age, ability, gender, ethnicity, background and SEN of all students.
- Prevent discrimination on any basis of gender or ethnicity.
- Provide information in home languages to inform parents and carers of issues affecting their student's education.
- Prevent racial or sexual harassment or bullying.
- Ensure an inclusive approach to children with disabilities.
- Ensure that staff understand what constitutes direct and indirect discrimination.
- Ensure that official guidance such as from the LEA on employment issues, including staff disciplinary and dismissal procedures, is followed.

Arrangements for monitoring and evaluation

The Head teacher should report to the governing body, at least annually, on any breaches of the policy, and subsequent action taken. The governing body should analyse and evaluate data on pupil achievement, attendance and exclusions to satisfy itself that all children are achieving to their potential. It should also monitor information on staff appointments and complaints.