

EQUAL OPPORTUNITY STATEMENT

PURPOSE

The purpose of this statement is to formally record and publicise the school's commitment to equal opportunity for all, and to oppose and seek to eliminate unfair discrimination of any kind. This commitment applies to pupils, employees, parents, governors, volunteer helpers and visitors to the school.

OUR INTENTIONS ARE:

1. To actively promote within the school and its wider community, as expressed above, the commitment of the school to equal opportunity in all that we do.
2. To ensure equality of opportunity in the provision and delivery of the whole curriculum.
3. To explore all available sources of recruitment for high quality appointments to the staff and to encourage applications from a diverse range of people with appropriate qualifications.
4. To enable all staff to maximise their contribution to the school and its wider community by encouraging and supporting them to develop their full potential.

CLARIFICATION OF INTENT

1. All who work in the school have a corporate responsibility to ensure that the school has a caring ethos which supports a culture and working environment designed to promote high performance, trust and co-operation between individuals and teams. Everyone should, wherever possible and at all levels, endeavour to be a positive role model in all matters related to sex, race, disability, sexuality, age and marital status. It is recognised that flexibility of working is important in order to tap into the broadest spectrum of expertise and experience.

Resources, such as library books and play toys, are monitored for bias and positive action is taken to redress shortcomings and enhance provision. Staff will ensure that boys are not type-cast as stronger or girls as neater and more responsible. These stereo-types undermine the equality of opportunity which we are aiming to provide. Equally, we monitor playtimes so that, for example, the footballers do not monopolise large areas of the playground.

2. Equal opportunity in school is concerned with helping children to fulfil their potential. All who work with children in school are rightly determined to maximise performance and are aware that there may be factors beyond the control of the school which militate against this. Additional support strategies are essential elements of provision and entitlement for certain individuals and groups, but all children have the right to equal access to the curriculum.

3. Fair staff recruitment, selection and induction procedures are necessary to support 1. and 2. above. The use of Cheshire guidelines, procedures and advice will ensure good practice in all appointments.

4. A policy of continuous staff development, promotes and underpins the senior management's intent.

UNLAWFUL DISCRIMINATION IN EDUCATION SERVICES

All governors and employees should be aware of the seriousness of failure to comply with this policy which embraces Cheshire Education Services Statement on Equal Opportunity.

Discrimination can occur in many different circumstances and for many different reasons and, if proved to relate to the following attributes of individuals, is unlawful:

- Sex (both in respect of Sex Discrimination Act and Equal Pay Act/Regulations);
- Marital Status;
- Race (defined by the Race Relations Act as race, colour, nationality/citizenship, ethnic or national origins);
- Disability - (Disability Discrimination Act, 1995 to be implemented progressively from December 1996)
- Age

Any discriminatory action or harassment associated with any one of these attributes will contravene this policy and could result in legal action being taken. Further guidance and procedures can be found in the County Council Equality of Opportunity Policy.

HARASSMENT

Sexual and racial harassment fall within the scope of equal opportunity law and this policy, and the County Council will take a broad view of what may constitute harassment.

Harassment is a particularly degrading and unacceptable form of treatment and can cause the greatest distress. The County Council will treat harassment, in whatever form and for whatever reason it is perpetrated, most seriously.

Employees who suffer, or who are aware of, harassment may by the nature of the circumstances find it embarrassing or inappropriate to approach their immediate supervisor or line manager. In this case they are entitled to raise the problem directly with the Education Personnel Officer, Area Education Officer or their Professional Association. When appropriate, guidance will be issued to managers and supervisors on the nature of harassment and the action that should be considered.

MONITORING

The Governing Body should monitor the application of this policy through information about the relevant characteristics of curriculum provision, recruitment and selection and the support strategies for staff development.

The Governing Body should understand and uphold the principles of equality embraced in this document.

February 1999

Reviewed February 2004

Reviewed March 2009

Reviewed March 2011