**Great Massingham and Harpley C of E Schools Federation**

Equal Opportunities Policy

Equality of opportunity is a fundamental aspect of the ethos of our church school. It is the responsibility of the Governors, Headteacher and all personnel involved in the school to provide leadership in the development and implementation of effective policies and practice to promote equality of opportunity. It must be reflected throughout the organisation of the school and be addressed in the curriculum and the values of everyday school life.

Harpley School is committed to the principle of equal opportunity for all pupils irrespective of race, religion, gender, sexual orientation, language, disability, age, ability, family background and to the active support of initiatives designed to further this principle.

All staff, governors, parents/guardians and pupils regardless of race, ethnicity, disability, gender and socio-economic background, are welcome and will be encouraged to participate in the life of the school.

The school recognises its responsibilities under the Single Equality Act of 2010 to eliminate discrimination and to promote good race relations.

This policy aims to:

* Ensure equal opportunities for all stakeholders including pupils, families and staff.

* Eliminate unlawful discrimination and harassment and so provide an environment free from social, sexual or cultural prejudice for all members of our school community.

* Foster good relations between different groups and so achieve an environment in which members of the school community can be respected as individuals, irrespective of their disability, race, sex, religion or belief, orientation, trans gender status, age or marital status\* and in which the varied experiences of the community can enrich the life of the school.

\* *The above list is not exhaustive and there are other forms of discrimination that are unacceptable and will not be tolerated.*

**To meet these aims, we are committed to:**

* Promoting mutual respect, honesty, truth, co-operation and tolerance between the school, parents and the community
* Equal access and treatment for everyone
* Being responsive to changing needs
* Providing a range of teaching strategies and opportunities to suit differing learning and teaching styles.
* Educating and informing children, staff and parents about the issues in this policy  
  *For parents via the website and newsletters.  
  For children via Values for Life and the school council.  
  For staff through staff meetings and this policy.*
* Working to this agreed code of conduct which can be modified, monitored and evaluated in accordance with current best practice in the area of equal opportunities
* **Objectives**
* To promote a positive self- image in all children and to respect their individuality, providing for all pupils according to their needs
* To ensure quality of opportunity in the curriculum and the values and ethos of the school
* To ensure the curriculum contains non-stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture or religion
* To include resources, books, materials and equipment that are multicultural and non-sexist, providing positive images of all groups
* To ensure that the organisation of the school is sensitive to the work/life balance and needs of all.
* To acknowledge the richness and diversity of British Society and the world we live in and to help prepare children for their part in society
* To develop a positive attitude towards equal opportunity by all staff, parents, students, helpers, governors, children and all who participate in the school.

**Actions:**

 Statements of equal opportunity will be printed in relevant school documentation e.g school prospectus, policies and website.

Governors, staff and pupils will receive training, as appropriate, in relevant aspects of equal opportunities to ensure their ability to actively support this policy.

On admission to the school all families will receive a Home-School Agreement detailing the school's expectations and ‘behaviour code.’ This information will be available in languages other than English as appropriate to the school community.

The school will make all reasonable effort to ensure that meetings are accessible and convenient for all and take into account particular needs and requirements, e.g physical access, child care and interpreter support.

Parents and members of the local community are invited to help in the delivery of the curriculum.

The school will include on its website it’s SEND policy, annual statement and Norfolk local offer.

**Statement of Inclusion:**

The school recognises its need to celebrate the diversity that exists within its community and to ensure that all have the opportunity to respond to the expectations and challenges of the curriculum.

Below are the different areas in which the school will pay particular attention to ensuring that there is Equal Opportunity for all.

**Equal Opportunities - Multi-Cultural:**

It is our school policy:

* To incorporate a balanced view of the world through a multi-cultural approach.

* To recognise that our pupils are world citizens who will meet a wide variety of cultures throughout their lives.

* To evaluate our practice to ensure the above.

**Equal Opportunities – Gender:**

It is our school policy:

* To seek to promote non-sexist attitudes in both children and staff.

* To allow children equal access to opportunities to equip them for adult life and to achieve challenging expectations.

* To work towards the eradication of gender stereotyping.

**Equal Opportunities - Race:**

It is our school policy:

* That no child or adult should be treated in any way differently, or in a derogatory manner, because of their race or ethnicity.
* To challenge racism in the context of a caring, mutually respectful school community.

**Equal Opportunities - Ability:**

It is our school policy:

* To recognise good effort and attitudes regardless of academic achievement.

* To allow all children access to equipment, resources and teacher time and support regardless of their academic achievements.

* To value the efforts and achievements of children in all areas of the curriculum, all aspects of school life and outside school activities.

Every child has an entitlement to a positive, supportive learning environment, with carefully planned work which meets individual needs, in order that children may reach their potential.

**Equal Opportunities - Class:**

It is our school policy:

* That children will not be treated in any way differently because of an assumed social class.

* That assumptions will not be made as regards class difference.

**Equal Opportunities - Physical Disability:**

It is our school policy that:

* Children should not be treated in any way differently to others due to individual physical needs or disabilities.

* Provision will be made for the individual special needs of all pupils including any disabled children within our school community.

* Children with physical disabilities should take part in all activities within the school environment in so far as their individual disability allows and it is safe for them to do so.

**Breaches of policy**

Adults

The Great Massingham and Harpley C of E Federation views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by the Head teacher or where appropriate the Governing Body. This may lead to disciplinary or other appropriate action being taken. Please also see the school Whistleblowing Policy and Code of Conduct for Adults in relation to this point.

Children

All incidents where a child behaves in a discriminatory manner must be reported to the Head teacher immediately. This should be done in accordance with the Federation Anti-Bullying policy. Any allegation of a breach in the policy will be investigated by the Head teacher. This may lead to a meeting with the pupil(s) involved and their parent(s) or carer(s) and appropriate action being taken. In serious cases, this could result in a fixed term internal or external exclusion.

**Monitoring of the policy:**

We acknowledge that groups of people have often suffered disadvantage due to prejudice or ignorance. We recognise it is all too easy for the structure of institutions to result in 'inequality by default'. We therefore commit ourselves to take positive steps to examine our policies and practice and to change them if necessary.  
The effectiveness of the above policy and our practice will therefore be evaluated. This will be done every three years by the Headteacher in consultation with the Staff and Governing Body and the school community.

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| Formally adopted by the Governing Board | |
| On |  |
| Chair of Governors |  |
| To be renewed | October 2022 |