

HUTTOFT PRIMARY SCHOOL (Academy)

EQUAL OPPORTUNITIES POLICY

Reviewed Autumn 2016

Huttoft Primary School commits itself to the active promotion of Equal Opportunities and is concerned with combating discrimination of any kind. Thus the School considers it desirable to produce a statement of policy on equal opportunities both with regard to pupils and employment.

In so doing, it has made reference to –

The Sex Discrimination Act, 1975
Equal Pay Act, 1970
Race Relations Act, 1976
Disabled Persons (Employment) Act, 1994 and 1958
Chronically Sick and Disabled Persons Act, 1970
Disability Discrimination Acts 1995 and 2005

Equal Opportunities

We consider that first and foremost it is essential that all our children are encouraged to acquire skills and knowledge and to develop their talents, thus ensuring that they are not restricted in their choice of study/employment in later life.

In preparing an Equal Opportunities Policy for our pupils, we recognise the need for –

- i) balanced sex roles
- ii) multi-cultural issues
- iii) the school's own staffing

We are actively trying to avoid the stereo-typed sex role images that can be projected through the curriculum and to enrich the minds of our pupils to other cultures. In addition, we are trying to focus on women's achievements. We have taken into account our reading scheme, library and text books, structured play activities, displays, groupings of children, use of language and provision and use of equipment with a view to ensuring that they are non discriminating and non stereo-typical.

We recognise that for pupils with English as an additional language, there may be a need for extra classroom support and that learning may be influenced by a different cultural background. In the case of staffing, although we have more female staff than male, we recognise the need for providing opportunities for men to be involved within the classroom.

Equal Opportunities for Employment

This element of the Policy aims to ensure that the recruitment, selection, training and promotion of staff are based solely on the criteria of merit and ability and that no job applicant or employee will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, domestic circumstances, age, sexuality, disability, trade union activity, political or religious beliefs.

Applicants for posts will be given clear and accurate information about the post in the form of an up to date job specification.

This Policy will be reviewed annually in the Autumn Term.

This Policy should be read in conjunction with the Racial Equality Policy and the Race Equality Strategy.