

HUTTOFT PRIMARY SCHOOL (Academy)

EQUAL OPPORTUNITIES POLICY

Reviewed Autumn 2017

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 (amended 2000)
Disabled Persons (Employment) Act, 1994 and 1958
Chronically Sick and Disabled Persons Act, 1970
Disability Discrimination Acts 1995 and 2005
Equality Act 2010

Equal Opportunities

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

- i) balanced gender roles
- ii) inclusivity
- iii) celebration of diversity
- iv) the school's own staffing

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. Throughout our curriculum and wider school life opportunities we actively try to avoid the stereo-typed gender role images that can be projected so as ensure our children are not restricted in their choice of study/employment in later life and their minds are enriched to other cultures.

In addition, we focus on women's achievements. We have taken into account our reading scheme, library and text books, structured play activities, displays, groupings of children, extra curricular activities 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. We host a wide variety of opportunities for celebrating individual children's successes – both in and out of school. In the case of staffing, although we have significantly more female staff than male, we recognise the need for providing opportunities for men to be involved within the classroom. Staff, on an individual and a group basis, should regularly review and monitor their current practice and future plans in the light of school policy.

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 or civil status, domestic circumstances, age, sex, pregnancy, sexual orientation, 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 Equality Policy.