

Equal Opportunities Policy



Signed:

Date:

Review Date:

Purpose

- Equality and fairness is central to the values and behaviours at St Mary's.
- This Policy Statement sets out our commitment to promoting equality and to meeting the requirements of equality and human rights legislation.
- We value equality and diversity and are committed to ensuring that no-one is treated less favorably for reasons that cannot be justified on grounds of age, disability, gender, gender reassignment, race or ethnicity, religion or belief, sexual orientation, marriage or civil partnership, pregnancy and maternity or on grounds of Welsh language.
- This statement reinforces our commitment to promote equality and fairness and address all forms of unlawful discrimination, victimisation and harassment.

Scope of this Policy Statement

- This statement applies to everyone associated with our school and we expect everyone to behave in accordance with it.
- This statement underpins our Strategic Equality Plan.
- This statement does not stand in isolation; its aims and values are at the heart of the plans and policies of our school.

Key Principles

- This statement aims to support our school to be an organisation that values diversity and takes proactive steps to remove unlawful discrimination, advance equality of opportunity and foster good community relations.
- This will be achieved through the delivery of our Strategic Equality Plan and other relevant school policies and plans.
- We are committed to creating a fair, just and inclusive school community where diversity is valued and people are encouraged and supported to achieve their potential.

Policy Statement

- As an employer and provider of services we will not unlawfully discriminate on grounds of age, disability, gender, gender reassignment, race or ethnicity, religion or belief, sexual orientation, marriage or civil partnership, pregnancy and maternity or on the grounds of Welsh language.
- All pupils, their parents and guardians, volunteers, staff and school governors are valued and will be treated with dignity and respect. We will not tolerate any form of discrimination, harassment or victimisation.

- We recognise that our diverse communities have much in common including a desire to live in peace and security together; to have a decent standard of living and a fair share of resources; to have equal chances in life and enjoy good health.
- We are committed to celebrating all that is good about our local, national and global community, the richness of our Welsh heritage, cultural traditions, beliefs, distinctive neighbourhoods and the energy, character and diversity of the people.
- We will work across our school community to ensure our commitment to equality and fairness is shared and take steps to ensure that our school is accessible, welcoming and inclusive.

Responsibilities

- Everyone has a role to play in meeting the aims of this policy statement; however, some people have additional roles and responsibilities.
- School governors are responsible for ensuring that the school complies with equality and human rights laws including meeting the public sector equality duties.
- With assistance from the Head teacher, school governors will ensure that our Equality and Diversity Policy is implemented and respected by everyone associated with our school.
- Governors will receive periodic updates on the effectiveness of our Equality and Diversity Policy via the Headteacher's Report and the progress we are making against the objectives set out in our Strategic Equality Plan.
- The Head teacher has specific responsibilities. This includes ensuring that staff and Governors understand the aims and objectives of our Equality and Diversity Policy and Strategic Equality Plan, and their roles and responsibilities in improving equality outcomes for people across the whole school community.
- The Head teacher will ensure that:
 - This Strategic Equality Plan is readily available along with copies of other relevant policies and procedures including those for Anti-bullying and Dignity at Work
 - Staff and Governors understand those key policies and receive equality and diversity training when available
 - Children, young people and adults within our school community are confident to report identity based bullying, community tensions and hate crimes
 - Children and young people from different backgrounds are confident to mix together
 - Staff have access to appropriate diversity training to develop skills to enable them to work in accordance with the values set out in this statement.

- Everyone in our school has their role to play in delivering our Strategic Equality Plan and ensuring our school is a fair, cohesive and inclusive environment where people can achieve their potential. All staff are required to:
 - Ensure that all pupils, colleagues and school visitors are treated fairly, with respect and dignity
 - Promote positive social attitude and respect to all
 - Support pupils to learn about equality and diversity
 - Challenge negative stereotyping and prejudice and record any form of identity based bullying or harassment in accordance with the school's procedures.

Raising a Concern

- Any person who feels that the school has not behaved in accordance with this policy statement can raise a concern with the Head teacher.
- The school's Complaints Policy outlines this process in further detail.
- Communication support will be made available as appropriate.

Monitoring and Review

- This policy will be reviewed in line with our policy document cycle.