

Botley School

Equality Policy

Botley School believes and actively promotes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, nationality, ethnic or national origins, cultural heritage, disability, marital status, sexual orientation, religion, physical appearance, geographical location and socio – economic background.

We are committed to equality in all areas of our work and this policy extends to all staff, volunteers, children and their families, professional partners (incl BOSHC) and Governing Body of Botley School.

Aims:

- To monitor and take positive action to address any inequalities which may exist for the children who attend our school.
- To become aware of any discrimination and the problems it causes.
- To challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form.

Equal opportunities and the Code of practice

Legislation

The School welcomes its duties under the 2010 Equality Act and the 2011 Code of practice

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations within the community

Botley School acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the legislation. We will support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed.

Disabled

The School will make reasonable adjustments (adhering to the Equality and Human Rights Commission guidance 2012) to ensure disabled users can fully participate in all aspects of school life. We recognise that the term ‘disability’ relates to a wide range of conditions, which may not be easily recognised. The Disability Discrimination Act 1995 defines a disabled person as someone who has a ‘physical or mental impairment which has a substantial and long term (12 months or more) adverse effect on his or her ability to carry out normal day to day activities’. Physical impairment includes sensory impairment (eg sight, hearing). Mental impairment includes learning difficulties and mental illness.

Age

The School recognises the skills and experience of all ages and promotes practices, which enable all age groups to access the School provision.

Race equality and ethnic minorities

We will challenge racism in any form and will encourage parents and children of the school and users of it's facilities eg letting to do the same. School staff will actively work towards including ethnic minority families in all activities and celebrate its diverse population/intake.

Gender and Sexual Orientation

Sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender reassignment) will be challenged and the School community will be encouraged to do the same.

Religion and beliefs

The School endorses the rights of each individual to his or her own religious beliefs or the absence of a belief.

In addition to the above groups identified within the 2010 legislation Botley School will actively work towards :

- Linguistic Diversity: Botley School will recognise and celebrate linguistic diversity in British Society and look for opportunities to enrich our lives of all our children, through resources and involving our diverse community. Eg International celebrations throughout the year.
- Financially Disadvantaged: Botley School will actively work towards making all activities available to all children regardless of income so that children from low income families are not disadvantaged.

Botley School gives the following commitment:

- People will be treated with dignity and respect. No-one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable group. Incidents of harassments will be taken seriously and the School will undertake investigations of any complaints. A record of discriminatory incidents and the action taken will be kept by the Headteacher and the Governors will be informed via the Headteacher's Report.
- A clear Equality Statement will be displayed in the main office.
- The School will monitor uptake of activities (eg after school clubs) by minority ethnic groups, families with English as a second language, Pupil Premium children and children with a disability and plan accordingly, so no one is disadvantaged.
- The School will plan events and sessions to enable those from more vulnerable groups to be able to access services/activities to enable all children to enjoy and achieve at school
- Events will be planned to celebrate the diversity of the Community we serve.

This policy will be reviewed annually by staff and governors.

Signed _____ Headteacher _____ date

Signed _____ Chair of Governors _____ date

