

# RIPLEY ST THOMAS

A CHURCH OF ENGLAND ACADEMY



## Equal Opportunities Policy

Originator	G Gomersall
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*Believe.....*

# Equal Opportunities Policy

## Aims

It is fundamental to the Christian foundation of the school that all human beings are equal in the sight of God. Therefore:

- we will promote the concept of equality of opportunity throughout the organisation, both for those adults within the community of the school and for all students;
- we seek to develop an understanding of, and promotion of, human equality and equal opportunities;
- we will enable students to take responsibility for their behaviour and relationships with others.

## The Legal Background

The main statutory provisions covering discrimination are the following:

- The Equalities Act 2010
- UN Convention on the Rights of the Child.
- UN Convention on the Rights of Persons with Disabilities.
- Human Rights Act 1998.
- Special Educational Needs (Information) Regulations 1999.
- Education and Inspections Act 2006
- Specific Duties Regulations 2011

This Equalities Act 2010 brought together various previous acts and legislation. The list below gives the main acts it brought together but is not exhaustive:

- Equal Pay Act 1970
- Sex Discrimination Acts 1975 and 1986
- Race Relations Act 1976
- Rehabilitation of Offenders Act 1974
- Disability Discrimination Act 1995
- Race Relations (Amendment) Act 2000
- Special Educational Needs and Disability Act 2001
- Race Relations Act 1976 (General Statutory Duty: Code of Practice) Regulations 2002

Also relevant to this policy are:

- Employment Rights Act 1996
- Equal Pay (Amendment) Regulations 1983
- Employment Relations Act 1999.
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- The Statutory Code of Practice on the Duty to Promote Race Equality

The School's Christian values, aims and objectives all accord with the equal treatment of people promoted by these laws and regulations, and the rights enshrined in the Human Rights Act 1998.

## **Responsibilities**

The governing body will monitor and review the working of the policy and procedures by allocation of duties to committees of the governing body.

The Principal has responsibility for the equal opportunities policy, and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents.

All staff are responsible for following the policy and reporting incidents of unequal treatment to the appropriate senior member of staff.

## **Racial Incident**

### **Definition**

A racial incident is one in which the 'victim' or any other person directly involved, perceives as being of a racial nature, regardless of the race of the person who is the victim, ie minority ethnic or majority ethnic.

This definition follows the recommendations of the Steven Lawrence Inquiry 1999 (The Macpherson Report).

### **Recording and Reporting Incidents**

All incidents of a racial nature will be recorded and reported within the school and reported to the LA.

## **Employment of Staff**

### **Appointments**

- The school welcomes applications from all posts from appropriately qualified persons regardless of sex, race, religion, disability or age;
- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment.
- Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment;

### **Staff Development**

- All employees have equal chances of training, career development and promotion;
- All recruits to the organisation will be offered induction training which will include a reference to the organisation's equal opportunities policy;
- People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

## **Pupils**

- Pupils have equal access to the National Curriculum programmes of study (unless disapplied) throughout each Key Stage, and non-compulsory courses, according to aptitude and ability;
- The school is committed to full educational inclusion (see SEND policy);
- Annual analysis of attainment, behaviour and other student data will be undertaken by gender, ethnic background and ability;
- School and faculty development plans will act to improve the learning of students according to this analysis;
- Positive attitudes and awareness development for equality of opportunity is specifically taught through the PSHE and tutor programme.

## **Racist or Homophobic Bullying**

- All staff have a legal duty not to bully or otherwise harass other staff;
- Where staff come across incidents involving racist or homophobic bullying they must report these to the appropriate senior member of staff.
- The Governing Body monitors at least once per term any incidents and actions taken, of racist or homophobic bullying; and
- All incidents of racist or homophobic bullying amongst pupils will be taken seriously, and must be dealt with appropriately and reported to the appropriate senior member of staff.

## **Administration**

- Venues for meetings will take account of the needs of all participants; and
- Venues for teaching and learning will take into account the particular needs of the learners and teacher/teaching assistant.

## **Documents**

- Language used in documents will reflect and promote equal opportunities and font style and size will take account of the full range of readers; and
- Access to documentation will include alternative formats such as tape, disk and large print as requested.

## **Monitoring and Review**

The policy will be monitored and reviewed regularly by the Senior Leadership team.