

St Mark's R.C. Primary School

Equal Opportunities Policy (including Race Equality Policy)

Rationale

Schools are bound as public bodies to ensure equal rights for all pupils, staff and school members. The requirements for equal opportunities are underpinned by law. The Human Rights Act, 1998, enshrines the European Convention on Human Rights in the UK law. More specifically, there are UK laws that outlaw discrimination on the grounds of race, gender, disability and age.

Aims

1. To ensure that no member of the school community, pupil, staff, family, parent or governor is discriminated against
2. To ensure inclusive practice for all pupils and families
3. To promote anti-discriminatory practices through direct teaching in the curriculum and through appropriate systems, checks and monitoring.

Guidelines

1. All pupils should receive equal access to the national curriculum through appropriate teaching strategies, and equality of provision.
2. Pupils' progress and attainment should be routinely monitored by senior staff to ensure equal access and inclusion.
3. No pupil shall be discriminated against on the grounds of gender, race, sexual orientation, age or disability
4. The curriculum shall actively support anti-discriminatory practices through direct teaching in PSHCE (Personal, Social, Health, Citizenship Education).
5. Recruitment practices shall follow local guidelines and ensure equality of opportunity for all candidates
6. The school will actively work to overcome barriers to inclusion through its accessibility plans, timetabling arrangements, admission procedures and management systems.
7. CPD opportunities will be made accessible to all staff regardless of race, gender, disability and age.
8. Restructuring and Staffing decisions will give due regard to the above acts.

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Responsibilities

The head teacher is responsible for:

- ensuring that anti discriminatory policies are readily available and that their content is known to pupils, staff, parents and guardians
- ensuring that the policies are adhered to
- providing training on anti-discriminatory policies
- taking appropriate action if anti-discriminatory practice occurs

All staff are responsible for:

- Dealing with anti-discriminatory incidents
- Promoting inclusive practices and good relations
- Keeping up to date on the laws related to discrimination
- Teaching anti- discriminatory practices through the PSHCE curriculum
- Challenging stereotyping of any member of the school community by race, gender, age, sexual orientation or disability.

The school Special Needs Coordinator (SENCO) have specific responsibilities to ensure that issues related to SEN are brought to the attention of the school leadership team.

Visitors and Contractors are responsible for

- Knowing and following equal opportunities policies

Monitoring Equal Opportunities

Any breaches of the policy should be reported in the first instance to the head teacher who will carry out a full investigation of the situation. The investigation will be recorded and further actions taken as necessary.

Racial Incidents

Any racist incidents must be reported to the head teacher or leadership team member who will follow the Newcastle Local Authority Guidance on reporting racist incidents. Further guidance including racial monitoring procedures can be accessed in the management section of the schools extranet.

Ethnic Monitoring

Ethnic monitoring data is collected in line with the Local Authorities guidance and returns are made throughout the school academic year. (pupils and staff)

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Monitoring Attainment

Attainment is monitored throughout the school in line with the monitoring cycle and assessment weeks laid out annually. Routinely attainment will be monitored to consider issues of gender, disability, ethnicity and race. Where specific issues exist or arise that suggest discrimination these will be fully investigated. Where barriers exist to equal opportunities, the school development plan and self evaluation practices will reflect actions that the school is taking to overcome these barriers.

Reporting

The head teacher will report to governors through the curriculum and staffing meetings issues relating to equal opportunities.

Conclusion

At St Mark's R.C. Primary School we work very hard to ensure inclusive practices and equal opportunities for all. We will ensure that our practices uphold the rights of all individuals to high quality education and good relationships free from discrimination.

Lead Person A Miller

Consultation Group: Staff, pupils, governors, parents

Other relevant policies PSHCE, Teaching and Learning,

Reference: The Sex Discrimination Act (1975)

The Race Relations Act (1976) (amendment act 2000)

The Disability Rights Commission Act (1999)

The Age Discrimination Act

Reviewed March 2018