

Finstall First School

Equal Opportunities Policy

1. Background

Public bodies, including schools, are covered by the public sector equality duty in the Equality Act 2010 (Amendments) Regulations 2023 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Finstall First School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Equal Opportunities Statement

Finstall First School supports the rights of all to freedom from discrimination and commits to a comprehensive policy of equal opportunity. The fundamental British values of Democracy, Rule of Law, Individual Liberty, Mutual Respect and Tolerance for those with different faiths and beliefs are at the heart of this policy and of the ethos of the School.

It is part of the schools' ethos to respect and value each person as individuals, each with their own gifts and abilities, challenges and difficulties, backgrounds and experiences. All pupils at Finstall First School have an equal right to develop and achieve their potential. Equality of opportunity underpins the school curriculum and the work of the school.

The school recognises the nine protected characteristics as detailed in the Equality Act 2010¹ and is opposed to all forms of discrimination both direct and indirect against any person or group of people on the grounds of race, sex, gender reassignment, religion or belief (including lack of belief), disability, age, marriage / civil partnership, pregnancy / maternity and sexual orientation.

The staff at Finstall First School recognise their responsibilities in preparing young people for life in our culturally diverse society and showing, by example, the value of respect for each other, as well as self-respect. The school also recognises the opportunity to demonstrate this commitment as an employer.

3. Equality Objectives

- 3.1** To not discriminate against anyone on the grounds of race, sex, gender reassignment, religion or belief (including lack of belief), disability, age, marriage / civil partnership, pregnancy / maternity and sexual orientation. This is in line with the Equality Act 2010 and covers both direct and indirect discrimination.

¹ The Equality Act 2010 defines unlawful behaviour as direct discrimination, indirect discrimination; harassment and victimisation of people on the grounds of protected characteristics – disability; age; race (including colour, nationality ethnic or national origin); religion and belief; sex, sexual orientation; marriage and civil partnership; pregnancy and maternity; gender reassignment.

- 3.2 To promote the principles of fairness and justice for all through the education that we provide in our school and to promote and foster the children's understanding of what discrimination and harassment is; that it is against the law to discriminate against anyone on the grounds of the protected characteristics; and why it is wrong to do this.
- 3.3 To ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 3.4 To constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 3.5 To ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 3.6 To challenge stereotypes and prejudice whenever it occurs and to create a non-discriminatory environment for all pupils and staff.
- 3.7 To celebrate the cultural diversity of our community and show respect for each other and for those with different faiths and beliefs or those who are from different cultures or backgrounds.
- 3.8 To provide positive educational experiences and support for all individuals and to promote positive social attitudes and respect for all.

4. Anti-racism

- 4.1 It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. We will also do our best to educate the perpetrator and will seek support from parents. A log is kept in the Head Teacher's Office.
- 4.2 We endeavour to make our school welcoming to all. We promote an understanding of different cultures through the topics studied by the children and we reflect this in the displays of work shown around the school
- 4.3 Our curriculum reflects the attitudes, values and respect that we have for people from different countries, cultures and beliefs.
- 4.4 Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may experience as a result of this.

5. The role of governors

- 5.1 The governing body has set out its commitment to equal opportunities in this policy statement and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
- 5.2 The governing body seeks to ensure that the recruitment, selection, training and promotion of staff are based solely on the criteria of merit and that no job applicant or employee will receive less favourable treatment on the grounds of race, sex, gender reassignment, religion or belief (including lack of belief), disability, age, marriage / civil partnership, pregnancy / maternity and sexual orientation.
- 5.3 The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities and will review the schools Disability Equality Scheme and Accessibility Plan annually.
- 5.4 The governors welcome all applications to join our school, whatever background or disability a child or an adult may have.
- 5.5 The governing body ensures that no child is discriminated against whilst in our school on account of their race, sex, gender reassignment, religion or belief (including lack of belief), disability and sexual orientation.
- 5.6 Should the need arise; the governing body will also adhere to this equal opportunity policy when considering redundancy or dismissal.
- 5.7 The governing body will take seriously its responsibility to protect staff and pupils from harassment and victimisation **and will** take serious consideration of any complaints

regarding equal opportunity issues from parents, staff or pupils. The School's complaints and grievance policy and procedures will be followed whenever complaints are received. Such complaints will always be taken seriously and appropriate action taken.

6. The role of the Head Teacher

- 6.1** It is the Head Teacher's role to implement the school's equal opportunities and anti-racist policy and s/he is supported by the governing body in so doing.
- 6.2** It is the Head Teacher's role to ensure that all staff are aware of the school policy on equal opportunities and that teachers apply these guidelines fairly in all situations
- 6.3** The Head Teacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities. Applicants will be given clear information in the form of a job description including details of "person specification" where relevant. Additionally, all application packs will include a Worcestershire County Council Equal Opportunities Monitoring Form, which states that "Worcestershire County Council is committed to the elimination of all forms of unjustifiable discrimination."
- 6.4** The Head Teacher promotes the principle of equal opportunity when developing the curriculum and promotes respect for other people in all aspects of school life, e.g. in assemblies, where respect for other people is a regular theme, and in displays around the school.
- 6.5** The Head Teacher treats all incidents of unfair treatment and any racist incidents with due seriousness and records such incidents in a log book kept in his office. All entries will be monitored and action will be taken to try to ensure adherence to this policy.
- 6.6** The Head Teacher ensures that parents are made aware of the school's commitment to equal opportunities by the inclusion of a statement on our website.

7.0 The role of School Staff

- 7.1** School Staff ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child and our staff strive to achieve equality in our application of discipline and the attention given to pupils.
- 7.2** When selecting classroom material, staff pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Our staff strive to provide material that gives positive images of all groups and considers the presentation of a range of backgrounds, beliefs and family structures.
- 7.3** When designing schemes of work, we use this policy to guide us, both in our choice of topics to study and in how to approach sensitive issues.
- 7.4** All staff challenge any incidents of bullying, any prejudice-based or discriminatory language / behaviour or any form of child on child sexual behaviour. Staff will follow the processes for dealing with such incidents as detailed in the Whole School Behaviour Policy and Anti-bullying Policy. Any such incidents are drawn to the attention of the Head Teacher and recorded in the Serious Behaviour Incidents Book.

8.0 Monitoring and review

- 8.1** It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by:
 - monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
 - monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
 - requiring the Head Teacher to report to governors on an annual basis on the effectiveness of this policy;

- monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

9.0 Legislation and Guidance

- This document meets the requirements under the following legislation:
 - The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
 - The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
 - This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

This document should also be read in conjunction with:

Whole School Behaviour Policy
Anti-bullying Policy
Curriculum Policy
PSHE and Citizenship Policy
Access and Inclusion Policy
Disability Equality Scheme
Race Equality Policy

This policy was approved by the Governing Body on: 10th November 2025

This policy will be reviewed in: November 2026

Governor Responsible: Rebecca Miles