

St. Paul's C of E Primary School

Documentation Information and Control

Equal Opportunities and Race Policy

Current Status: Reviewed 2019

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Persons responsible for review: The Governing Body in consultation with the Head Teacher

Reference to other documents: Child Protection Policy
Learning Behaviour Management Policy
Drugs Education Policy
Assessment Policy
Special Educational Needs Policy
LA Guidelines on the Recording and Reporting of Racial Incidents 2005
The Equality Act 2010 and Schools, DfE, 2014
What Maintained Schools Must Publish On-Line, DfE, June 2017

Equal Opportunities and Race Policy

1. Rationale

- 1.1 St Paul's School was established in 1862 to serve Almighty God and the community by providing, within a biblical Christian ethos, a broad, balanced, and engaging education and learning experience.
- 1.2 St Paul's School is an inclusive school in which each pupil is motivated to acquire both skills for life and a love of learning.
- 1.3 The Governing Body recognises that all people owe their existence to God and are dependent upon him for their preservation day by day.
- 1.4 The Governing Body acknowledges that mankind, male and female, was created in and as the image of God and thus, from conception to the grave, all people are to be always shown care, love, and respect.
- 1.5 The Governing Body recognises that all people, though of differing ethnic origins, are equally and individually members of the one human race, created by and for God.
- 1.6 The Governing Body acknowledges that all people are accountable to God for all that they think, say, and do, including the way they treat others.
- 1.7 The Governing Body recognises that the Bible teaches that all people are of equal dignity and standing before God, that this equality does not negate the fact that some are created male and some female, that the human race includes people of differing ethnicity, and that these differences and all that pertain to them in the purpose of God are to be respected and valued.

- 1.8 The Governing Body recognises, without prejudice to a parent's or a carer's responsibility for their child(ren), that those who work in St Paul's School act in the place of parents and carers.

2. The Context

- 2.1 The Governing Body, as employer, recognises that it may be held legally responsible for any unfair and unjust acts carried out or permitted by its action and the action of the Head Teacher or staff.
- 2.2 The Governing Body also recognises, subject to the exceptions cited in the legislation, that, under the terms of the the Public Sector Equality Duty introduced in the Equality Act 2010, it is illegal to treat unfairly or unjustly any child for whom admission to the school is sought, any pupil at the school, any job applicant for a post in the school, or any member of staff at the school, on the ground of their disability, ethnicity, nationality, sex, sexual-orientation, gender reassignment, pregnancy, religion or belief system.
- 2.3 The Governing Body recognises that unfair and unjust acts and words may be direct or indirect in character.
- (a) Direct unfair and unjust discrimination occurs when an individual is treated less favourably than others in the same circumstances because of their disability, ethnicity, nationality, sex, gender reassignment, pregnancy, religion or belief system.
 - (b) Indirect unfair and unjust discrimination occurs when a general condition is applied which cannot be justified without reference to disability, ethnicity, nationality, sex, religion or belief system.
- 2.4 All who work in St Paul's School, both employees and volunteers, are under an obligation to ensure that all people, children, parents and carers, staff, and visitors, are always treated fairly and justly.
- 2.5 St Paul's School has established and shall maintain an environment and ethos in which:

- (1) all people are encouraged and taught always to respect others and to treat all others in a fair and just manner,
- (2) no individual will encounter a barrier to learning,
- (3) all will be encouraged to contribute, and
- (4) all will be valued.

2.6 Equal opportunities and respect for others is central to the school's ethos and shall be promoted throughout the day to day work of the school in every aspect of the curriculum and by every member of staff.

2.7 The Governing Body recognises the need to and shall support staff development in all matters relating to the fair and just treatment of all people.

3. The fair and just treatment of all pupils

3.1 The Governing Body shall not use disability, ethnicity, nationality, gender, or social standing as a criterion or criteria when:

- (1) deciding whether to admit a child to the school;
- (2) providing teaching or allocating pupils to teaching groups;
- (3) applying standards of behaviour, dress, or appearance (recognising that different dress rules for boys and girls are not necessarily illegal) for pupils;
- (4) excluding a pupil;
- (5) allocating resources for pupils; and,
- (6) providing other benefits, facilities, or services within the school for pupils.

3.2 The Governing Body recognises that whilst all disabled pupils must be treated fairly and justly, an exception may be necessary for educational provision as pupils with special educational needs are accorded protection under the terms of the Education Act 1996.

3.3 The Governing Body shall publish information about their arrangements for disabled pupils in its annual report.

3.4 The Governing Body, by means of an annual report from the Head Teacher, shall monitor the progress of each pupil and discrete groups of pupils so as to ensure that each pupil has equality of access to learning opportunities, makes the academic, emotional, physical, and social progress (as detailed in the Learning Behaviour and Assessment policies) expected, and that all potential barriers to learning are addressed.

4. The fair and just treatment of all staff

4.1 The Governing Body shall not use age, disability, ethnicity, nationality, gender, or marital status as a criterion or criteria when:

- (1) recruiting or selecting staff;
- (2) drawing up conditions of employment;
- (3) offering opportunities for promotion, transfer, or training;
- (4) undertaking discipline and grievance procedures; and,
- (5) considering the dismissal of a member of staff.

4.2 The governing body shall only recognize any limitation caused by a disability in an appointments process when specific reasons for doing so can be fairly and reasonably justified.

5. Recording and Reporting Racial Incidents

5.1 The Head Teacher shall follow Local Authority (LA) guidelines for the recording and reporting of all racial incidents involving pupils, staff, and other adults in the school.

5.2 The Head Teacher, in line with the requirements of the *Equality Act 2010*, shall take appropriate action against individuals involved in racial incidents.

6. Complaints about unfair and unjust behaviour

6.1 Complaints about unfair and unjust actions and words against a pupil(s) shall be dealt with by the Head Teacher.

6.2 A complainant, if not satisfied after following the procedure laid down in paragraph 6.1 above, may refer the matter to the Governing Body.

6.3 In the unlikely circumstance of the Head Teacher and Governing Body not being able to resolve a problem, a complaint may be made to the LA and, failing a successful outcome, to the Secretary of State.

7. Review

The Governing Body shall review this policy every other year.