



**Lodge Farm Primary School**

# **Equality Policy**

**Reviewed April 2024**

## **Status**

This policy accords with national legislation and the Equality policies of the LA. It is a general statement of the commitment to Equal Opportunities.

## **Aims**

Lodge Farm Primary School recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equality policy where everyone is valued equally.

- We will promote the concept of equality of opportunity throughout the school, both for those adults within the community of the school and for all pupils/students.
- We seek to develop an understanding of, and promotion of, human equality and equal opportunities.
- We will promote good relations between members of different race, cultural and religious groups, communities and those with different physical appearance, language, socio-economic backgrounds, sexual orientation, gender or disability.
- We will enable pupils/students to take responsibility for their behaviour and relationships with others.

## **The Legal Background**

The main statutory provisions covering discrimination are the following:

- *Equality Act 2010*
- *Sex Discrimination Act 1975 (amended 2003/ 2007) - in relation to Gender Equality*
- *Race Relations Act 1976 (amended 2000)*
- *Race Relations Act 1976 ( General Statutory Duty: Code of Practice ) Regulations 2002 The Employment Equality (Religion and Belief) Regulations 2006*
- *The Employment Equality (Sexual Orientation) Regulations 2007 The Employment Equality (Age) Regulations 2006*
- *Disability Discrimination Act 2005 (including reference to Special Educational Needs)*

Also relevant are:

- *Employment Rights Act 1996*
- *Equal Pay (Amendment) Regulations 1983 Human Rights Act 1998*
- *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 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 Headteacher has responsibility for the equality policy and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, pupils/students and parents / carers.

The Headteacher must also present general reports, statistics and incident reports to the Governing Body and its committees when requested.

The Headteacher is also responsible for ensuring equal opportunities in the curriculum.

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

## **Employment of Staff**

### Appointments

- Advertisements and job specifications will all carry a statement that this School is an Equal Opportunities employer, and welcomes applications from all posts from appropriately qualified persons regardless of gender, race, religion, disability or age.
- Application forms for jobs will include reference to equal opportunities - or interview questions may do so, for example, how will the applicant contribute to the policy?
- 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 school will be offered induction training which will include a reference to the organisation's equality policy.
- Staff development opportunities will be monitored and figures may be presented to the governors if requested by the governing body. All staff, and in particular those concerned with selection and promotion, should ensure that they have read and understood this 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 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.
- The Headteacher will make and record figures on take-up of courses, and will keep the governors informed of any relevant patterns where appropriate.
- Annual analysis of attainment, behaviour and other student data will be undertaken by gender, ethnic background and prior attainment.
- All subjects will have equality of opportunity at their core and make explicit references within schemes of work where appropriate.
- School and faculty improvement plans will act to improve pupil learning according in response to any equality issues that may arise.

## **Racist or Homophobic Bullying**

- All staff have a legal duty not to bully or otherwise harass other adults in the school.
- Where staff come across incidents involving racist, sexist or homophobic bullying they must report these to the appropriate senior member of staff.
- 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. These will be logged and reported to Governors upon request.
- This overall Equality Policy pays due attention to legislative guidelines outlined in the Hertfordshire LA document entitled School Equality Scheme and the Equalities updates published by Herts for Learning

## **Administration**

- Venues for meetings will take account of the needs of all participants.
- Venues for teaching and learning will take into account the particular needs of the learners and teachers/learning support assistants.

## **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.
- Access to documentation will include alternative formats such as tape, disk, large print and languages other than English, where translation is available, if spoken or read at home (as and when required).

## **Reports to the Police**

Incidents that involve racist/homophobic elements which need to be reported to the police

## **Monitoring and Review**

This policy will be reviewed every 3 years (or more often if necessary), and improved and developed as appropriate within the Governors' policy review schedule.

## **Gender / Sexual Orientation / Religion and Belief**

- This overall Equality Policy pays due attention to legislative guidelines outlined in the Hertfordshire LA document entitled School Equality Scheme and the Equalities updates published by Herts for Learning