



# Ivy House School

## Equal Opportunity Policy

**Primary person responsible for updates to this policy:** Donal Brennan

**Job title:** Headteacher

**Last review date:** September 2024

**Next review date:** July 2025

**Circulation:** This policy has been adopted by the governors and is available to parents on request. It is addressed to all members of staff and volunteers and applies wherever they are working with children.

'Parents' refers to parents, guardians and carers



## Introduction

At Ivy House School, we recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. We understand the importance of providing a challenging and enjoyable programme of learning and development and we undertake to make reasonable adjustments to enable all to participate in learning, where all are valued and supported.

## Aims and objectives

We do not discriminate against anyone, on the grounds of

- age
- gender
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity/paternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion belief or lack of religion/belief
- sex
- sexual orientation
- sexual reassignment

This is in line with the Equality Act 2010 and covers both direct and indirect discrimination.

We promote the principles of fairness and justice for all through the education that we provide in our school.

We ensure that all pupils have equal access to the full range of educational opportunities provided by the school, making reasonable adjustments as appropriate.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and show respect for all minority groups.



We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

### **Anti-racism**

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 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.

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 have.

### **The role of the Head teacher**

- Is to implement the school's equal opportunities
- To ensure that all staff are made aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations
- To ensure that all staff appointments give due regard to this policy, so that no one is discriminated against when it comes to employment or training opportunities
- To promote the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school
- To treat all incidents of unfair treatment and any racist incidents with due seriousness

### **The role of the teacher**

- To ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child
- When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature
- To provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups



- To challenge any incidents of prejudice or racism. We draw them to the attention of the Senior Leadership Team. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

### **Monitoring**

It is the responsibility of the Senior Leadership Team to monitor the effectiveness of this Equal Opportunities policy.

This is done by:

- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils
- monitoring school behaviour so those pupils from minority groups are not unfairly treated