



## **Equal Opportunities Policy**

At Christ the King we are 'learning together in faith, hope and love,' by:

- welcoming all
- learning to be the best we can be
  - joining together in prayer
- serving God and one another.

This policy is informed by the relevant legislation, including the Equality Act 2010, and by the School's Mission Statement and, in its turn, informs other school policies, including: Admissions, Special Educational Needs, Teaching, Learning and Assessment and Anti-bullying. We are committed to promoting an ethos that safeguards the dignity and well-being of everyone.

Christ the King is a Christ centred community built upon the core values of the Catholic church. This means that all people in our school community are treated with respect as children of God.

### **Aims and Objectives**

We promote a community based on our core values that promotes a sense of cohesion and belonging, working towards the inclusion of all. We work towards positive attitudes between groups of individuals such as disabled and non-disabled people, between genders, between groups of different ethnicity, culture, religious affirmation and towards an absence of animosity, fear and intimidation. This is in line with the Equality Act 2010 and covers both direct and indirect discrimination, victimisation and harassment.

We actively promote the principle of fairness and justice for all, through the inclusive education provided by our school. We constantly strive to remove any forms of discrimination which may form barriers to learning.

We challenge stereotyping and prejudice whenever it may occur and celebrate the diversity of our society and show respect for all minority groups.

### **Celebrating Diversity**

Admissions to the school are governed by the school's Admissions Policy which is applied impartially. It is the right of all pupils to receive the best education that the school can provide, with access to all educational or recreational activities organised by the school.

The school will not tolerate any harassment or victimisation related to a protected characteristic. These are: sex/gender, race, disability, religion or belief, sexual orientation, pregnancy or maternity, age and marital status. Should an incident occur we will act immediately to prevent any repetition of the incident. Any such incident will be reported as part of our safeguarding policy. Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on the grounds of gender, gender reassignment, disability, ethnicity, culture, religious affirmation, national origin, or sexual

orientation will be challenged. The school and governing body do not tolerate any form of discrimination which it recognises is unacceptable and unlawful, and they are proactive in ensuring that people are treated fairly.

We actively promote an understanding of and respect for diversity through the curriculum topics studied by the children which are reflected in the displays and work shown throughout the school.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. For example, History, and Geography lessons give due emphasis to the differing traditions and cultures. Our Religious Education curriculum gives children a sensitive appreciation of other faiths. Disability is a theme explored through class and school worship.

The Leadership Team and Phase Leaders are accountable for the monitoring of pupil progress across the school. Such monitoring alerts staff to any significant differences in performance of pupils according to gender, ethnic origin and ability differences. These are tracked and monitored and, where appropriate, steps are taken to improve outcomes. Any significant trends in relation to gender, race and ethnic origin will be investigated and, where appropriate, steps will be taken to address any discrimination.

Should any member of the school community consider themselves to be a victim of discrimination, we will do all that we can to support that person in overcoming any difficulties they may have. We will endeavour to make reasonable adjustments to ensure that all members of the school community have access to information and resources as appropriate.

### **The Role of the Governors**

The governors are determined that no member of the school community is discriminated against. All children will have access to the full range of the curriculum and the regulations. The Governors of Christ the King are responsible and accountable for this policy and its implementation.

### **The Role of the Head Teacher**

The Head Teacher will implement the school's Equality Policy and is supported by the governing body.

It is the Head Teacher's role to ensure that all staff are aware of the school's policy on Equality and that they and that the teachers apply these guidelines fairly in all situations. The Head Teacher promotes the principle of equality when developing the curriculum and promotes respect for other people in all aspects of school life.

The Head Teacher will treat all incidents of discrimination with due seriousness and reports to the governing body and the LEA.

Staff are also protected under the Equality Act 2010. The additional protected characteristics which apply to staff are: age, marriage/civil partnership.

### **The Role of the Class Teacher and Support Staff**

The class teacher and support staff will ensure that all pupils are treated fairly and with respect. No child should be discriminated against because of a protected characteristic.

In selecting classroom materials, teachers pay due regard to the sensitivities of all the pupils in the class and do not use material that is discriminatory in nature.

Teachers must strive to provide materials that give positive images of the diversity of our local community and our country and challenge stereotype perceptions of minority groups.

All staff must challenge any incidents of a discriminatory nature, record serious incidents in the school log book and draw them to the attention of the Head Teacher. Teachers and support staff should intervene in a positive way against any occurrence of discrimination.

### **Role of Pupils**

Christ the King has a School Council where children's views and perceptions can be represented. Each class from years 1 to 6 has an elected representative, who acts as a link between the staff and pupils. In year 6 we also have House Captains, Vice House Captains and Values Ambassadors, who act as role models for others in promoting our 7Cs by being: communicative, conscientious, co-operative, courteous, caring, considerate and confident.

### **Monitoring and Review**

#### **Incident reporting**

Any act of discrimination will be dealt with through application of the school's behaviour or anti-bullying policies. The Head Teacher and, in the case of bullying, our anti-bullying champion, are always made aware of such incidents. Such incidents are logged and investigated as part of our safeguarding policy. This information is reported to Governors annually and communicated to the Local Authority.

It is the responsibility of the governing body to monitor the effectiveness of this policy by:

- Monitoring the progress of pupils to ensure that they are receiving equal attention and care.
- Monitoring progression of staff and access to training.
- Requiring the Head Teacher to report to governors on an annual basis on the effectiveness of this policy.

**November 2016**

**Ratified by FGB: 5.12.16**

**Review: Autumn 2018**