



Winchmore  
School

learning to realise potential

# Equal Opportunities Policy



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Review Committee:	Resources Committee

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## **POLICY STATEMENT**

This policy supplements and should be read in conjunction with the Equality information and objectives (public sector equality duty) statement for publication 2014 and Equality Act 2010.

[https://www.equalityhumanrights.com/sites/default/files/psed\\_guide\\_for\\_schools\\_in\\_england.pdf](https://www.equalityhumanrights.com/sites/default/files/psed_guide_for_schools_in_england.pdf)

<https://www.gov.uk/government/organisations/department-for-education/about/equality-and-diversity>

The Governing Body and School Leadership are committed to ensure that discrimination does not take place against pupils because of their sex, race, disability, religion or belief or sexual orientation. This protection is also extended to pupils who are pregnant or have recently given birth, or are undergoing gender reassignment as well as victimising a pupil for anything done by their parent or sibling.

It is essential to the achievement of equality to ensure that access to the right knowledge, skills, and support is available to staff when needed and that this is widely communicated and understood.

All managers and staff must lead by example by demonstrating best practice in protecting all pupils against any form of discrimination, harassment or victimisation.

Education and training in equal opportunities is integral to achieving an inclusive, tolerant and equal culture which benefits all staff, parents/ carers, pupils, visitors and contractors who work in our premises and improves the quality of our service.

The Governing Body will review this policy every four years.

## **PURPOSE**

The purpose of the Winchmore School Equal Opportunities Policy is to:

- Clarify the legal requirements and responsibilities of the school
- Reinforce the inclusivity and equality of all pupils and others of the school
- Clarify the approach to equal opportunities for all staff, pupils, governors, parents/carers, external agencies and the wider community
- Enable staff to deal with any forms of discrimination, harassment or victimisation with confidence and consistency, and in the best interests of those involved
- Ensure that the response to incidents relating to discrimination, harassment or victimisation complements the Equality Act and the overall values and ethos of our school

One of the aims of the equality duty is 'advancing equality of opportunity'. With that aim in mind, when Winchmore School considers policy decisions that have a bearing on the equal treatment of its students we will pose three questions as follows:-

1. Does this policy/decision remove or minimise disadvantages suffered by pupils with particular protected characteristics?
2. Do we need to adopt different approaches for different groups of pupils?
3. Is there any way we can encourage these groups of pupils to become more involved with the school or open up opportunities for them that they wouldn't otherwise enjoy?

In practice this means that Winchmore School will always try to use information about pupils with different protected characteristics to mitigate adverse effects or bring about positive ones.

This policy will be sent to all members of staff. It will be discussed by the Head of Year at Year Team Meetings and Faculty Meetings. A copy will also be displayed on the school website and a hard copy will be stored in the policy handbook in the office.

## **RESPONSIBILITIES**

It is the responsibility of all staff to ensure that no pupil faces discrimination, harassment or victimisation by another pupil. Staff should log concerns via SIMS.net and liaise with the relevant Head of Year/Behaviour Team to ensure matters are followed up accordingly.

It is the responsibility of the Senior Leadership Team (SLT) to ensure that no member of staff discriminates, harasses or victimises another member of staff, student, parent/ carer, visitor or other external agency.

## **ARRANGEMENTS FOR IMPLEMENTING THE POLICY**

This policy will be implemented through consultation with staff via Heads of Year (HoY) and Heads of Faculty (HoF) as an agenda item at Year Team/ Faculty Meetings and referred to within the Staff Code of Conduct/Handbook.

This policy will also be referred to and embedded within the following policies at Winchmore as shown within Appendix 1:-

1. Admission Arrangements
2. Child Protection Policy and Procedures
3. Special Educational Needs and Disabilities
4. Relationships, Sex and Health Education/PSCHEE
5. Positive Behaviour for Learning/Behaviour in Schools Policy

This policy is also in line with the following Statutory Guidance from DfE and shown within Appendix 2:-

1. Keeping Children Safe in Education
2. Relationships, Sex and Health Education
3. Teaching Standards
4. School Exclusion

### **Working with Outside Agencies**

Outside agencies will at various times be involved in the school with regard to equal opportunities. The following guidelines should be followed:-

- Visits by outside agencies will be coordinated by the Nominated Senior Teacher, or where part of the PSHCEE curriculum by the PSHCEE Co-ordinator, who will inform the Nominated Senior Teacher
- Outside agencies working in schools should be sent a copy of the school policy and will be expected to follow school procedures
- Outside agencies will be invited to have an input in the school curriculum provided that the input is educationally sound and supports the educational aims as described in this policy

### **LEGAL REQUIREMENTS**

The requirement within Part Two of the Teaching Standards outline that a teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:-

- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law
- teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach
- teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities

Under the Equality Act 2010 it is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

The school's responsibility to not tolerate discrimination, harassment or victimisation does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to 'old pupils' communications and activities which may be requested from students regarding references, or from Social Services, police, etc.

It is also unlawful to discriminate against any of the protected characteristics of another person with whom the person is associated. It is also unlawful to discriminate because of a characteristic you think a person may have, even if you are mistaken.

Though a person's age is also a protected characteristic, this does not apply to pupils in school and so a school is free to organise children in age groups and to treat pupils in ways appropriate to their age and stage of development without risk of legal challenge, even in the case of pupils over the age of 18.

## **EQUAL OPPORTUNITIES EDUCATION**

Further to our expectations listed in the Staff Code of Conduct/Handbook, and as mentioned above:-

- Winchmore School will not tolerate any forms of discrimination, harassment or victimisation
- The school is committed to celebrating the diversity of students and ensuring all feel included and safe
- The school acknowledges that there are many barriers to achievement, some of which may be as a result of our pupils identifying with any of the protected characteristics but this will not be overlooked and support will be put in place to promote the success of every pupil of the school and realise their potential regardless of their sex, race, disability, religion or belief, sexual orientation, gender reassignment or pregnancy
- Pupils will be encouraged to use their voice if they feel they are being discriminated against, harassed or victimised because of any of the protected characteristics and deal with the allegations concisely

### **Educational Aims**

We believe and support the following educational aims in respect of our Equal Opportunities Policy:-

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- To enable pupils to identify what the Equality Act is and how it is embedded within our ethos and community at Winchmore
- To enable pupils to identify what the British Values are and how they are embedded within our ethos and community at Winchmore
- To provide accurate information relating to the legal position of discrimination, harassment and victimisation
- To increase understanding about the impact for those experiencing any form of discrimination, harassment and victimisation
- To widen their understanding of the impact this has on the wider community and society as a whole
- Incidents relating to discrimination, harassment or victimisation to be logged appropriately
- To offer further interventions and educational support to those involved in discriminating, harassing or victimising others
- To seek to minimise the risks of discrimination, harassment and victimisation within and outside of our school
- To enable young people to identify appropriate personal support and develop their own self-worth, self-esteem, respect for themselves and others
- To educate on and promote cultural capital
- To build an enriched community and culture for learning which inspires, promotes and celebrates our diverse and mixed group of pupils and their achievements

- To ensure all students realise their right to learn and reach their full potential, regardless of their sex, race, disability, religion or belief, sexual orientation, gender reassignment or pregnancy

It is expected that a wide variety of teaching approaches will be used to reinforce the importance of this policy and these will be consistent with the aims of the PSHCEE programme, Staff Code of Conduct/Handbook and Teaching Standards and will ensure a balanced programme which enhances knowledge, skills and attitudes, whilst also promoting the pupils' development of literacy, social, moral, spiritual and cultural education.

These are fulfilled through aspects of the pupils' experiences in the taught curriculum and through opportunities for extra-curricular activities. We deliver the taught curriculum mainly through PSHCEE, History, Religious Education, English but opportunities for promoting equality exist within all subjects and throughout the school day, promoted through our ethos at Winchmore. The school actively co-operates with other agencies such as the Safer Schools Officer and Local Authority to deliver our commitment to equal opportunities. Visitors and other agencies that are supporting the school will be informed of the values held within this policy.

### **Early Intervention and Targeted Prevention**

In addition to the above, Winchmore School provides early intervention programmes and/or targeted prevention strategies for identified groups of people. These programmes will be carried out by the pastoral team at Winchmore in the first instance, for example, Head of Year, Behaviour Team, PSHCEE Coordinator, Learning Support, Counselling Team and in collaboration with the Safer Schools Officer.

The school will endeavour to identify pupils who require additional support and the school will encourage pupils who may need additional support to contact a member of staff in order to receive some of the following;-

- Providing targeted information and advice in relation to the impact of discrimination, harassment or victimisation in either a small group or one-to-one
- Increase their motivation for tolerance, respect and reminding them of the Equality Act and fundamental British Values
- Developing their own self-esteem and self-worth
- Liaison with external agencies, such as the Police, Prevent, Connexions Service which can identify need and coordinate the help of help required

## Appendix 1

- Winchmore School Admission Arrangements
- Winchmore School [Safeguarding and Child Protection Policy](#)
- Winchmore School [Special Educational Needs and Disabilities](#)
- Winchmore School [Relationships, Sex and Health Education/ RSHE](#)
- Winchmore School [Behaviour Policy](#)



## Appendix 2

- Keeping Children Safe in Education

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1021914/KCSIE\\_2021\\_September\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1021914/KCSIE_2021_September_guidance.pdf)

- Relationships, Sex and Health Education

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1019542/Relationships\\_Education\\_\\_Relationships\\_and\\_Sex\\_Education\\_\\_RSE\\_\\_and\\_Health\\_Education.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1019542/Relationships_Education__Relationships_and_Sex_Education__RSE__and_Health_Education.pdf)

- Teaching Standards

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/665522/Teachers\\_standard\\_information.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/665522/Teachers_standard_information.pdf)

- School Exclusion

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/921405/20170831\\_Exclusion\\_Stat\\_guidance\\_Web\\_version.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/921405/20170831_Exclusion_Stat_guidance_Web_version.pdf)