



# SOHO PARISH PRIMARY POLICY EQUAL OPPORTUNITIES POLICY

<b>Most recent review</b>	<b>March 2020</b>	<b>Next review due</b>	<b>March 2023</b>
<b>Governor committee responsible</b>	<b>SAW</b>	<b>Written by</b>	<b>Rosie Malton</b>

## STATEMENT OF INTENT

*'An entitlement to learning must be an entitlement for all pupils'.*

Our school code uses the Equality Act 2010 and treats everyone equally and fairly regardless of:

- Age
- Disability
- Gender
- Gender Identity
- Race and Nationality
- Religion or belief
- Pregnancy
- Marriage
- Sexual Orientation

At Soho Parish every child has an equal right to the opportunity to learn and achieve their full potential. Our schools vision and the core values of: love, imagination, courage, individuality and community ensure that equality of opportunity is at the centre of everything we do. We believe that diversity is a strength. Therefore, all children, staff, parents and visitors at Soho Parish are treated and celebrated as individuals and each and every one of their distinct backgrounds, attitudes, beliefs and experiences are valued.

Our curriculum is broad and balanced and we have high expectations all children. We aim to make our curriculum engaging and meaningful for all and where possible the curriculum develops children's knowledge and understanding of different beliefs, cultures and ways of life, free from judgment or bias.

At our school, alongside our Restorative approach to managing behaviour and relationships, we nurture an atmosphere of mutual trust and respect among children and members of staff. Children understand that they are valued as individuals and treat others with the same levels of tolerance and kindness they would expect from others.

## 2. AIMS OF THE POLICY

This policy aims to ensure that:

- All children at Soho Parish feel proud of what makes them an individual and respect and celebrate the differences in others
- Every individual achieves their full potential and has access to equal opportunities

- Prejudice in all forms is recognised and challenged by everyone at Soho through the positive promotion of equality and by challenging bullying and stereotypes
- All stakeholders (including staff, parents and children) are informed and educated about equality and diversity so that the message is consistent
- Our curriculum reflects the diversity of our children and our wider community and that it provides children with the opportunity to learn about different ways of life

### **3. EQUALITY IN PRACTISE AT SOHO PARISH**

#### **3.1 Teaching and Learning inc. the curriculum**

These are the ways in which we ensure equality of opportunity through teaching and learning. These are the responsibility of all teaching staff, the PSHE Subject Lead and all members of the Senior Leadership Team:

- We use contextualised data to improve the ways in which we provide support for individuals and groups of children
- We monitor achievement data by ethnicity, gender and disability and action any gaps, including providing targeted support where appropriate
- We provide opportunities for all pupils to appreciate their own culture and celebrate the diversity of other cultures such as International Evening
- We include teaching and classroom- based approaches appropriate for the whole school population, which are inclusive and reflective of our students
- We share in annual events that promote and celebrate diversity and equality such as International Evening, Pride and International Women’s Day.
- We use assemblies and curriculum concepts and drivers (e.g. Cultural Identity and Refugees) to reinforce equal opportunity issues
- We make sure that the individuals we learn about in across the curriculum positively reflect the breadth of the protected characteristics from the 2010 Equalities Act

#### **3.2 Resources and the Environment**

These are the ways in which we ensure equality of opportunity through our choice of resources and the environment we create. These are the responsibility of all teaching staff, the PSHE Subject Lead and all members of the Senior Leadership Team:

- We aim to use materials that explore students to a range of thoughts and ideas and that reflect the diversity of the school population and local community without stereotyping
- We check that all books, work cards, equipment, displays and other resources non-stereotyping
- We teach children to identify and question stereotypes found in existing materials
- We make sure there are displays in school that promote positive equality issues

### **3.3 Attitudes and Values**

These are the ways in which we ensure equality of opportunity through our attitudes and values we hold and share. These are the responsibility of all teaching and on teaching staff, children, parents and governors at Soho Parish:

- We promote attitudes and values that challenge racist, sexist, homophobic, biphobic, transphobic and other discriminatory behaviour or prejudice
- We seek to involve the local community in celebrations of diversity and in raising awareness of cultural issues
- We encourage classroom and staffroom discussion of equality issues which reflect on stereotypes to encourage social cohesion, expectations and the impact on learning
- We use language that is free from stereotypes or prejudice
- We constantly promote positive equality and acceptance through our values: love, imagination, courage, individuality and community

### **4. EQUAL OPPORTUNITIES FOR STAFF**

This section deals with aspects of equal opportunities relating to our staff. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However, we are committed to ensuring wherever possible that the staffing of the school reflects the diversity of our community.

As an employer we need to ensure that we eliminate discrimination, victimisation and harassment in our employment practice and advance equality across all groups within our workforce. Equality aspects such as age, gender, race, disability, sexual orientation, gender identity, marriage, pregnancy and maternity, religion and belief are considered when appointing staff and particularly when allocating Teaching and Learning (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination. Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff
- Continued professional development opportunities for all staff, which are monitored as part of the performance management process
- Senior Leadership Team support to ensure equality of opportunity for all