



EQUAL OPPORTUNITIES POLICY **INCLUDING** **EQUAL OPPORTUNITIES RECRUITMENT**

The School's Equal Opportunities Policy is designed to reflect best practice, statutes and statutory guidance to assist the achievement of the aims, ethos and values of the school. The Headteacher and governors acknowledge the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of our children and young people as they all have Special Educational Needs and Disabilities and Keeping Children Safe in Education.

Equal opportunity is the right of everyone to equal chances, and each individual is respected for who they are.

Introduction

This policy statement outlines the commitment of the staff and Governors of The Shrubberies School to ensure that equality of opportunity is available to all members of the school community. These include:

- Pupils
- Teaching staff
- Support staff
- Parents
- Governors
- Visitors to the school
- Students on placement.

We ensure that no one is discriminated against on grounds of:

- Ethnicity
- Gender (including Transgender)
- Social background
- Ability/Disability
- HIV/AIDS
- Belief
- Age
- Marital status
- Nationality/Citizenship
- Sexual orientation.

Aims

- To provide a welcoming environment for all, which celebrates diversity.
- To provide a curriculum which promotes equal opportunities for all pupils, according to their need.
- To promote an awareness of equal opportunities among staff and pupils, encouraging them to value themselves and others.
- To immediately address any breaches of the equal opportunities policy.



The Shrubberies commitment to anti-discriminatory practice relates to all kinds of discrimination including:

- direct discrimination, where someone is treated less favourably than another because they have a protected characteristic;
- indirect discrimination, when a requirement or a condition is applied which has a detrimental effect on a particular group or individual even if there was not a deliberate intention to discriminate;
- associative discrimination, where there is direct discrimination against someone because they associate with another person who has a protected characteristic;
- perceptive discrimination, where there is direct discrimination against someone because others think they have a protected characteristic even if they do not possess that characteristic;
- harassment, when there is unwanted conduct related to a protected characteristic which violates someone's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them, even if the conduct is not directed at the individual or if they do not have the protected characteristic;
- third party harassment, when there is potential liability for the harassment of staff, students, trustees, volunteers, parents, contractors, customers and others by other individuals or organisations; and
- victimisation, when someone is treated badly because they have made or supported a complaint under the Equalities Act or is thought to have done so.

Implementation

- The staff will challenge any discriminatory behaviour.
- The school is committed to using resources and materials which do not exemplify stereotypes or reinforce prejudices or preconceptions of any nature.
- The school curriculum will promote and celebrate diversity. Pupils will be educated about diversity within the United Kingdom, as well as learning about other cultures.
- The school will use language which does not offend; reflects and maintains equal access to opportunity; creates and enhances positive images of particular groups identified in this document; creates the conditions for all pupils to develop their self-esteem.
- The school strives to reduce and remove barriers to learning.



- We seek to work in partnership with parents. Our Parent Support Adviser works to promote equality of access to community resources for our parents.
- The Shrubberies regards discrimination, abuse, harassment, victimisation or bullying of staff, students, governors, volunteers, parents, contractors, customers and others in the course of work as disciplinary offences which could be regarded as gross misconduct.

THE SHRUBBERIES SCHOOL
EQUAL OPPORTUNITIES POLICY
STAFF RECRUITMENT

The Shrubberies School is committed to a policy of ensuring that all job applicants and employees receive equality of opportunity.

We ensure that no applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origins, sex or marital status, age, disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Gloucestershire County Council safeguarding and safer recruitment procedures are adhered to for staff recruitment.