

# **GATEHOUSE SCHOOL**



## **Equal Opportunities Policy**

## Gatehouse School Equal Opportunities Policy

### Covid 19 Policy Update to the Gatehouse School Equal Opportunities Policy:

In addition to the Gatehouse School Equal Opportunities Policy, Gatehouse School also recognises that working conditions under the COVID-19 pandemic are different and unusual, and as such seek to reaffirm the school's commitment to ensure open and transparent policies, decisions and rationales to all staff wherever possible. This may include but is not restricted to decisions regarding redundancies, recruitment, shielding, quarantine, working from home, furlough, part-time work, mental health issues, indirect discrimination and protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity/paternity, race, religion or belief, sex, sexual orientation). Gatehouse's commitment to effective communication will continue to include but is not restricted to; all staff with an identified line manager to ensure well-being and clear lines of communication, all staff able to contact the Head / Deputy / Governors if needed, safety information and all updates on safety available to all staff, adapted working conditions where possible and regular school risk assessments in line with national requirements.

Gatehouse School also recognises that for pupils and families, the experience of learning under the COVID-19 pandemic is different and unusual, and as such seeks to reaffirm the school's commitment to ensure open and transparent policies with teaching and learning, and decisions and rationales to pupils, staff and parents wherever possible. This will include regular reviews of online planning, pupil interactions with staff, school contact with pupils and families, school support, alternative methods of teaching and learning and regular updates. For a more expanded explanation of adapted support for pupils and families, please refer to the Teaching and Learning, E-Safety, Health and Safety, PHSE, Pastoral and Safeguarding Policies.

## **Gatehouse School Equal Opportunities Policy**

Gatehouse School is committed to the promotion of equality for all. We welcome applications from pupils and candidates with as diverse a range of backgrounds as possible as we believe that this enriches our community and is vital in preparing our pupils for the world in which they will live and work. We also welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Admissions and Special Educational Needs.

The Gatehouse School Equal Opportunities Policy sets out our commitment to fairness for all in our school and workplace, and our complaints and disciplinary procedures set out how we deal with any incident or incidents that we feel contravene these guidelines. Our Equal Opportunities Policy reflects the School's awareness of issues relating to discrimination, and also reflects our commitment to ensuring that to the best of our ability it does not happen within our school.

Our commitment to Equal Opportunities is guided by the Equality Act 2010 and the Disability Discrimination Act 2017. Both of these national frameworks provide a thorough rationale with which to base our commitment to Equal Opportunities for pupils and staff. The Equality Act 2010 guides us on ensuring that we are aware of and active in ensuring that the School protects against discriminating against the protected characteristics that we all have. Under the Equality Act 2010 there are nine protected characteristics which are protected from discrimination; age, gender reassignment, disability, marriage and civil partnership, pregnancy, maternity and paternity, religion or belief, race, sex and sexual orientation. The Disability Discrimination Act 2017 extends the term 'disability' cited in the Equality Act 2010 further, by clearly setting out when someone is considered disabled and thus protected from discrimination based on disability, defined as 'a physical or mental impairment, and that impairment has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities'. Where possible, under the duty of making 'reasonable adjustments', Gatehouse School will, where possible, make reasonable adjustments if a pupil or member of staff is at a substantial disadvantage due to disability.

### **Inclusivity**

The central aim of Gatehouse School is to assist children to reach their full potential. To achieve this we believe our pupils must have a high level of self-esteem, and that self-esteem is cultivated in an

atmosphere that appreciates the value of each individual contribution. In order that these aims might be achieved, Gatehouse School is committed to the following:

- All areas of the curriculum (including extra curricular activities) are open to all pupils, including those with individual needs.
- Positive discrimination is not encouraged, and the equality of opportunity exists for all job applicants, prospective employees and current workers.
- Racist behaviour is not acceptable and will be subject to disciplinary procedures dependent upon whether the incident in question is considered to be misconduct or gross misconduct.
- All employees are expected to respect and act in accordance with the Equal Opportunities Policy and Staff Code of Conduct, and that any bullying or harassment in the workplace would be wholly unacceptable and subject to action.
- Curriculum planning and delivery, assemblies and school rules will reflect a positive and informative approach and will deal with issues and themes, which unite rather than divide our community. The value of the celebration of differing and various celebrations, cultures, festivals etc, will be encouraged and visually represented in and around the school. In common with the requirements of the 1988 Education Reform Act, the Christian way of life will be given prominence, but not evangelised, as highlighted in our Mission Statement.

### **At Gatehouse**

A successful Equal Opportunities Policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect. As such, to build such a strong partnership with our parents, Gatehouse School is committed to:

- Ensuring that staff have equal expectations of all children, free of racial/gender stereotyping, and that all children are provided with a full range of experiences.
- Through the ways in which they work, staff demonstrate that they positively value and respect children of all ethnic origins/racial groups, religion, cultures, linguistic backgrounds and abilities, with children of both genders positively encouraged by staff to participate in all activities.
- Staff respecting that all children bring with them a wide range of experiences and uniqueness, which includes but is not limited to race, gender, family background, language, culture and religion.
- Staff valuing children to feel accepted and accepting of themselves.
- Developing children's self esteem and the esteem of others as an important part of our teaching programme.

- Staff treating each other and all members of the school community with respect, as an example to, and a good role model for, our pupils.
- Ensuring that all materials used in school promote equality of opportunity and foster positive roles for children of all racial and cultural backgrounds and gender.
- Ensuring that all staff are involved in the construction of an Equal Opportunities Policy and that regular training is provided with regard to understanding the priority of full access to all pupils regardless of race, gender, family background, language, culture and religion.
- Ensuring that the Equal Opportunities Policy is read by all staff on an annual basis [minimal] and is included in the information given to new staff and is available on our website. Our commitment to Equal Opportunities for pupils and staff, and the high expectations of the school for anyone in our school to respect this commitment, will also be shared with temporary staff, visiting specialists and trainee teachers.

**Complaints:**

We hope that you and your child do not have any complaints about the structure and details of our Equal Opportunities Policy. However, should any complaint arise, the school’s Complaints Procedure is available on the school website or on application from the school office. The school’s Complaint’s Procedure is clearly set out in the Staff Handbook which is available to all staff.

**Documents used in compiling the Gatehouse Equal Opportunities Policy:**

*SEND Code of Practice 0-25 years June 2014*

*Disability Discrimination Act 2017*

*Equality Act 2010*

*1998 Education Reform Act*

**Updated January 2021**

<b>Policy Name:</b>	<i><b>Equal Opportunity Policy</b></i>	<b>Previous Reviews:</b>	<b>October 2014 March 2015 March 2016 December 2019</b>
		<b>This Review</b>	<b>January 2021</b>
		<b>Next Review</b>	<b>January 2022</b>