

## HOLY TRINITY PEWLEY DOWN

A Federation of Holy Trinity Junior & Pewley Down Infant Schools, Guildford

# ACCESSIBILITY AND EQUAL OPPORTUNITIES POLICY

(including Race Equality Policy and Gender Equality Policy)

Holy Trinity Pewley Down School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. Our school values underpin this focus with “everyone knowing that they are treasured and loved as a unique child of God.” We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

## 1. Aims & Objectives

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

- 1.1** We do not discriminate directly or indirectly against anyone, be they members of staff or pupils, on the grounds of their gender, age (accepting that some opportunities are appropriate for particular year groups of children), race, religion or belief, disability, sexual orientation, gender reassignment, marital/ civil partnership status, or in the event of pregnancy/ maternity. This is in line with legislation: The Equality Act (2010) which covers both direct and indirect discrimination.
- 1.2** We promote the principles of fairness and justice for all through the education that we provide in our school.
- 1.3** We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 1.4** We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.5** We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.6** We challenge stereotyping and prejudice whenever it occurs.
- 1.7** We celebrate the cultural diversity of our community and show respect for all.
- 1.8** We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual’s point of view, we aim to promote positive social attitudes and respect for all.

## 2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

### 3. Roles and responsibilities

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher
- Seek to ensure that people are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- The governors welcome all applications to join the school, without prejudice.
- The governing body ensure that no child is discriminated against whilst in our school on account of their protected characteristics.

The equality link governor is Mark Sharman. He will:

- Meet with the headteacher every term and other relevant staff members, to discuss any issues and how these are being addressed
- Be familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Implement the school's equal opportunities policies, being supported by the governing body in so doing.
- Ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations
- Ensure that all staff recruitment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment, promotion or training opportunities
- Promote the principle of equal opportunity when developing the curriculum, and promote respect for other people in all aspects of school life, for example, in assembly, where respect for other people is a regular theme, and in displays shown around the school.
- Treat all incidents of unfair treatment and any prejudice-related incidents with due seriousness.

All staff will:

- Ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- Pay due regard to the sensitivities of all members of the class and will not provide material that is prejudicial in nature. Teachers strive to provide material that gives positive images of ethnic minorities, the disabled, men and women, people of different faiths and that challenges stereotypical images of minority groups.
- When designing schemes of work, use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, history and geography topics in our school include examples which attempt to counter stereotypical images and show diversity.
- Promote tolerance, friendship and understanding of diversity through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
- Hold assemblies dealing with relevant issues.
- Work with our local community. This includes inviting members of local faith groups to visit, and organising school trips and activities based around the local community.
- Challenge any incidents of prejudice and draw them to the attention of the headteacher.

#### **4. Equality objectives 2022-2025**

We are determined to ensure that this policy impacts our school life and have the following objectives in improving our opportunities for all:

- Ensure children gain greater awareness of racial diversity through the curriculum and wider life of the school.
- Continue to monitor differences between gender in attainment and progress and ensure class teachers are aware of any barriers to learning for those children as a consequence of their protected characteristics.
- Embed school procedures to allow any SEND children or those children with medical needs to have access to as many wider opportunities as reasonably possible (eg residential visits, sporting fixtures).
- Continue to operate safer recruitment procedures to ensure that no one is discriminated against when applying to join the school staff

#### **5. Monitoring and review**

It is the responsibility of our Governing Body to monitor the effectiveness of this Accessibility and Equal Opportunities policy. The governing body does this by:

- monitoring the progress of pupils of inclusion groups and comparing it to the progress made by other pupils in the school;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- requiring the headteacher to report to governors on an annual basis on the effectiveness of this policy;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the prejudice-related incident log to ensure that pupils are not unfairly treated.

#### **Review**

The Governing Body of HTPD first adopted this policy in 2010. It will be reviewed biennially by the Governing Body and will be revised as often as may be required.

**Previous review dates:** November 2019  
**Date of review:** February 2024  
**Date for next review:** February 2026

**Signed:**

**Mark Sharman**

**Governor of Holy Trinity Junior Pewley Down Infant School**

**ECMS Committee Chair**

## STATEMENT OF EQUAL OPPORTUNITY POLICY

1. The Governing Body is fully committed to the principle of equal opportunities in recruitment and employment and opposes all forms of unlawful or unfair discrimination including those on the grounds of:
  - age
  - disability
  - gender
  - gender-identity
  - race
  - religion or belief
  - sexual orientation
  - gender reassignment
  - marital/ civil partnership status
  - pregnancy/ maternity
2. The Governing Body aims to treat all employees with dignity and respect and provide a working environment free from discrimination. It will conduct its affairs at all times in a manner which is consistent with this aim.
3. The Governing Body believes that it is in the School's best interests, and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise.
4. To this end, within the framework of the law, the Governing Body is committed to achieving and maintaining, wherever practicable, a workforce which broadly reflects the local community.
5. Every possible step will be taken to ensure that employees and job applicants are treated equally and fairly and that decisions on recruitment, selection, training, promotion, pay and career management are based solely on objective and job related criteria.
6. Criteria for dismissal, including redundancy will be solely those consistent with the provisions of the Governing Body's Disciplinary & Dismissals Procedure and the Employment Stability Policy.
7. The Governing Body will comply both with the spirit as well and the letter of legislation\*. The existence of law cannot itself ensure that any policy of non-discrimination will work effectively - it is up to Management, Trade Unions and employees themselves to promote equality of opportunity for everyone. Individual employees, therefore, at all levels are responsible for ensuring that their own conduct, in the exercise of the School's affairs, is consistent with this equal opportunities policy. In particular they must not:
  - (i) discriminate against colleagues, other employees or job applicants, or harass them;
  - (ii) induce, or attempt to induce, other employees to practice unlawful discrimination;
  - (iii) victimise individuals who have made allegations or complaints of discrimination, or provided information about such discrimination.