

Huncote Community Primary School Academy Trust



Equal Opportunities Policy *2018-2019*

This policy is reviewed every year and was agreed by the Governing Body of Huncote Community Primary School in **February 2018** and will be reviewed again in **February 2019**

Signed: _____ Chair of Governors Date: _____

Statutory Policy

EQUAL OPPORTUNITIES POLICY STATEMENT

INTRODUCTION

The governors and staff at Huncote Community Primary School are committed to promoting equality of opportunity for all. They will strive to ensure that all existing and potential staff, pupils, parents, carers and users of the school are treated fairly and consistently.

The aim of this policy is to ensure that no one receives less favourable treatment on the grounds of colour, race, nationality, ethnic origin, sex, age, marital status, disability, sexual orientation or religion, or is disadvantaged by conditions or requirements which are not essential for carrying out the job.

RESPONSIBILITY FOR IMPLEMENTATION

It is the duty of all employees to accept their personal responsibility in the implementation of the policy. At the same time, the Governors acknowledge that additional responsibilities fall upon the Head Teacher and Management team in the supervision and training of staff.

TRAINING AND DEVELOPMENT

All employees will be given equal opportunity and encouraged to progress within the organisation. Attention will be given to possible remedies for under-representation of any group at any particular levels within the school.

RECRUITMENT AND SELECTION

The recruitment and selection procedures adopted by the school will promote equality of opportunity. Selection criteria and procedures will be regularly reviewed in the light of personal records to ensure that individuals are selected, promoted and in all other ways treated on the basis of their relevant merits and abilities.

PROVISION OF EDUCATIONAL OPPORTUNITIES

All pupils will be given equal access to educational opportunities provided by the school and in line with the Equality Act (2010). The school's Equality Scheme (including the Accessibility Plan) will be monitored and reviewed annually.

CURRICULUM AND INCLUSION

Each subject policy at Huncote Community Primary School will contain a section that highlights how equal opportunities are achieved in that particular area. Through regular assessment, planning and tracking of children, the staff at Huncote Community Primary School are able to ensure that **all** children in the school are provided with a rich and balanced curriculum and also given equal opportunities to develop their skills and interests.

MONITORING

The Governing Body will monitor the implementation of this policy by reviewing procedures within the school.

COMPLAINTS OR GRIEVANCE

Any employee, who believes that he or she has been unfairly treated in any sense associated with this policy, is entitled to raise the matter through the appropriate grievance procedure. Any parent, guardian or user of the services of Huncote Community Primary School, who believes that they have been unfairly treated, is entitled to raise the issue through the appropriate complaints procedure.

Agreed & adopted by The Governing Body of Huncote Community Primary School Academy Trust

Signed.....

Date

Chair of Governors

This policy will be reviewed every year or as required by legislation