



**St. Pius X Catholic Preparatory
School**

**EQUAL OPPORTUNITIES
POLICY**

Equal Opportunities Policy

OCTOBER 2018

Version 5:0

INTRODUCTION

In line with our Mission statement, it is the aim at St. Pius X Catholic Preparatory school to provide equal opportunities for its pupils and staff in all areas of school life.

This policy aims to comply with the Equality Act 2010 and its 9 protected characteristics.

1. AIMS

- We do not discriminate against anyone, be they staff or pupil, on the grounds of their disability, gender, sex, sexual orientation, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.

Note: Under the Equality Act 2010, in very limited circumstances, an employer can claim that a certain religious denomination or belief is considered to be a genuine occupational requirement of that role. e.g. Roles that provide spiritual leadership.

- We promote the principles of fairness and justice for all through the education that we provide in our school.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- 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. AREAS OF PRACTICE

A) Equality of opportunity will be practiced in Staff/staff relationships, staff/student relationships, staff appointments.

B) Curriculum

Should be balanced in all respects. Exam results & SATs results - consider any evidence linked to equal opportunities - gender divisions etc. Choice of senior school at 11+ - be aware of Equal

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Opportunities provision. Each class teacher to be aware of good practices linked to equal opportunities within the day to day running of their classroom. Be aware of equal opportunities good practices linked to organisation and teaching methods. It is the responsibility of each subject co-ordinator to ensure their subject reflects good practice in equal opportunities.

C) Resources

The School aims to provide resources for all pupils irrespective of sex, ability or ethnic origins. Wherever possible, resources are multicultural and non-sexist with positive images of all groups.

3. THE ROLE OF THE HEADTEACHER

It is the head teacher's role to implement the school's equal opportunities policy and s/he is supported by the governing body in so doing.

It is the head teacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.

The headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

4. THE ROLE OF THE CLASS TEACHER

The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist, sexist or discriminatory in nature. Teachers strive to provide material that gives positive images of disability, ethnic minorities and that challenges stereotypical images of minority groups.

5. MONITORING AND REVIEWING

The School will monitor the implementation and effectiveness of its policy on an annual basis.

ANNUAL REVIEW

The Governing Body will review this policy statement annually and update, modify or amend it as it considers necessary to ensure the policy meets the needs of St. Pius X Preparatory School.

SignedDate (Chair of Governors)

SignedDate (Head teacher)

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Compiled	1	September 2014	B Banks
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