Headteacher: Mrs Katie Smith NPQH
Website: www.glusburn.n-yorks.sch.uk
Reg Charity No 1060322
01535 632145
admin@glusburn.n-yorks.sch.uk
Colne Road, Glusburn, BD20 8PJ

# GLUSBURN COMMUNITY PRIMARY AND NURSERY SCHOOL

| | |
|---|---|
| This policy was adopted | SEP 2024 |
| This policy was reviewed on | SEP 2026 |

## Equal Opportunities Policy Statement

The School is fully committed to providing a non-discriminatory environment and providing equality of opportunity for all its pupils, staff and applicants for posts. The School will not tolerate unfair or unlawful discrimination on the grounds of gender, race, disability, sexual orientation or any other distinction which is not relevant to the employee/employer relationship or its pupil and student body.

This commitment is based on the Equality Act 2010, which protects people from discrimination based on nine protected characteristics: sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, age (for staff), and marriage and civil partnership (for staff). Full details of how we meet our duties under the Act can be found in our **Single Equality Scheme 2024-2027**.

**The School Development Plan**
The School Development Plan states the objectives the school aims to complete each academic year in relation to equality. This section of the SDP is led by the school's SENCO and the Head of Values and Ethos.

The Values and Ethos section of the SDP highlights what the school aims to improve and why; how it intends to meet objectives; what CPD is needed; what impact the improvements have made.

The effectiveness of the plan will be evaluated in:

- discussions with the Senior Education Advisor
- full Governing Body Meetings
- Termly SLT review meetings of the SDP.

**Responsibilities**
Promoting and maintaining equal opportunities is the responsibility of everyone, ensuring that the policy is carried out and that no-one is made to feel uncomfortable as consequence of discriminatory language or behaviour.

- All pupils and staff are aware of the equal opportunities policy and our procedures for making a complaint
- Issues concerning equal opportunities will be raised in staff meetings and PSHE (for pupils)
- Procedures are in place for the fair appointment, promotion and development of staff,

All staff and pupils are expected to:

- Accept, support and implement this policy statement
- Ensure that their behaviour and/or actions do not amount to discrimination or harassment.
- Understand that incidents of discrimination, harassment or bullying will be investigated under the appropriate disciplinary procedures.

**Responding to All Forms of Discrimination**

Staff will:

- Report all incidents of discrimination, harassment or bullying related to any protected characteristic to the Headteacher
- Tackle all manifestations of discrimination, prejudice and intolerance, including racism, homophobic behaviour, transphobic behaviour, sexism, religious discrimination and disability discrimination
- Work closely with parents, local community groups and relevant agencies
- Respond to incidents using the school behaviour policy and record on CPOMS

**Curriculum**

All pupils will:

- have access to a broad, balanced, objective and sensitive curriculum
- have access to a curriculum that avoids stereotyping and reflects the achievements and roles in society of all
- be given equal access and opportunity to experience all activities
- receive support where it is needed
- be encouraged to support one another.
- be dealt with immediately and appropriately if they display any form of behaviour which may be classed as discrimination or harassment [e.g. name calling, bullying]

**Resources**

Staff will:

- use resources that are inclusive to supporting learning.
- ensure that the resources used in all curriculum areas are multi-cultural and non-sexist and contain positive images of all groups.
- ensure that children have access to accurate information about similarities and differences between cultural groups.
- provide for all pupils according to their needs.
- ensure resources value positive images of all cultures

**Staff Recruitment and Career Development**

Glusburn School values diversity amongst its staff and operates an equal opportunities appointments policy. In all staff appointments the best candidate will be appointed based upon strict professional criteria. We are committed to recruiting the very best and to providing all staff with opportunities to develop themselves professionally and personally.

**ADMISSION/REGISTRATION**

Glusburn School follows the LA Admission policy.