



# Rivermead

Together on the road to success

## Equal Opportunities Policy

Including -

- Race Equality
- Equal Opportunities
- Age Discrimination Statement

Reviewed: Yearly

Signed \_\_\_\_\_

Date \_\_\_\_\_

REVIEW DATE: March 2018

# Aims and Guiding Principles

The Equality Act 2010 is the legal framework which outlines three broad duties. These duties are:

1. Eliminate discrimination
2. Advance equality of opportunity
3. Foster good relations

At Rivermead School, we recognise that the duties in this act reflect international human rights standards as expressed in the UN Convention of the Rights of the Child, the UN Convention on the Rights of the People with Disabilities and the Human Rights Act 1998.

Under the principles of the 2010 Equality Act, Rivermead School, as part of the Rivermead Inclusive Trust, aims to ensure that those with Protected Characteristics (listed below) are not discriminated against and are given full equality of opportunity.

Groups with protected characteristics cover the following criteria:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion, belief and culture
- Sexual orientation
- Marriage and civil partnership

With the above information set out above, Rivermead school ensures that everyone:

- promotes equality of opportunity for all
- promotes good relations between all in our community
- challenges all forms of discrimination
- promotes the understanding of the principles and practices of equality and justice
- ensures that in all areas of our work that we put into practice the principles of equality and justice

In fulfilling our legal duties we are guided by the following principles:

- Every learner should have the opportunity to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education

- Discrimination on the basis colour, culture, origin, gender, sexuality, ability, body size/shape/appearance or other factor of personal or cultural difference is not acceptable and will be challenged
- Every learner should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- Every learner should develop the knowledge, understandings and skill that they need in order to participate in our diverse, multi ethnic society and to appreciate the value of difference in the wider context of an interdependent world

## Policy into Practice

We ensure that the content of this policy is known to all staff and governors and also as appropriate, to all learners and parents.

The policy should be read in conjunction with the Rivermead Anti-Bullying Policies.

As each existing policy and practice is reviewed we ensure that the principles listed are thought about and embedded into policy and practice. Policies and practices reflecting the policy of equal opportunities will include:

- Learners' progress, attainment and assessment
- Behaviour discipline and exclusions
- Learners' personal development and pastoral care
- Teaching and Learning
- Admissions and attendance
- The content of the curriculum
- Staff recruitment and professional development
- Partnership with Parents and Communities

The **Governing Body** is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The **Headteacher** is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

**All staff** are expected to:

- deal with incidents of discrimination, prejudice and abuse that may occur
- know how to identify and challenge bias and stereotyping of any kind
- be aware of possible assumptions and bias within their own attitudes
- support all learners and provide them with equal opportunities in the classroom
- incorporate principles of equality and diversity into all aspects of their work

# Prevention

## **Prevention of bullying and discrimination**

Recognising and preventing bullying and discrimination on the basis of colour, culture, origin, gender, sexuality, ability, body size/shape/appearance, age or other factor of personal or cultural difference is part of both the formal and hidden curriculum.

Opportunities are regularly found to reinforce the message that bullying and discrimination of any kind are not acceptable.

Preventing bullying and discrimination of any kind are planned and visible parts of the PSHE curriculum.

## **Addressing racism and xenophobia**

The school is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities.

## **Religious observance**

We respect the religious beliefs and practice of all staff, learners and parents, and comply with all reasonable requests relating to religious observance and practice.

## **Discrimination**

All forms of discrimination by any person within the school's responsibility will be treated seriously, as such behaviour is unacceptable.

## **Admission**

The school follows the Rivermead Inclusive Admission Policies that do not permit, race, colour, gender, sexuality or disability to be used as criteria for admission.

## **Staff Appointments**

The school follows the Rivermead Inclusive Trust's policy and procedure for recruitment. In all staff appointments the best candidate will be appointed based on a strict professional criteria.

## **Breaches of the policy**

Breaches of the policy will be dealt with in the same ways as breaches of other policies are dealt with, as determined by the Headteacher and Governing Body.

## **Monitoring and evaluation**

The monitoring of the implementation of this policy is part of our whole school monitoring programme. Records of any discriminatory incidents are kept and monitored.

This policy is to be read in conjunction with the Equality Act 2010.

# Age Discrimination Policy Statement

The Equality Act 2010 makes it unlawful to discriminate against employees, job seekers and trainees because of age. For example, this may include because they are 'younger' or 'older' than a relevant and comparable employee.

Rivermead School demonstrates, through its Equal Opportunities Policy, its commitment to ensure that all staff are treated fairly. The implementation of this policy statement will support and strengthen this commitment.

Rivermead School is committed to providing equal opportunities and access to all. This policy statement embraces the spirit of managing a diverse workforce and those responsible for managing others must ensure that no employee is discriminated against either directly or indirectly or victimised on the grounds of their race, disability, sex, sexual orientation, religion or belief, age, marital or civil partnership status or any stage of gender reassignment.

## Four types of age discrimination

**There are four main types of age discrimination:**

### **Direct discrimination**

Breaks down into three different sorts of direct discrimination of treating someone 'less favourably' because of:

- their actual age (direct discrimination)
- their perceived age (direct discrimination by perception)
- the age of someone with whom they associate (direct discrimination by association)

Direct discrimination because of someone's actual age is the only one of the three different sorts of direct discrimination that may be objectively justified as what the law terms 'a proportionate means of achieving a legitimate aim'. This means it must be proportionate, appropriate and necessary (economic factors such as business needs and efficiency may be legitimate aims).

### **Indirect discrimination**

Can occur where there is a policy, practice, procedure or workplace rule which applies to all workers, but particularly disadvantages people of a particular age. For example, a requirement for job applicants to have worked in a particular industry for ten years may disadvantage younger people. In some limited circumstances, indirect discrimination may be justified if it is 'a proportionate means of achieving a legitimate aim'.

## Harassment

When unwanted conduct related to age has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

## Victimisation

Unfair treatment of an employee who has made or supported a complaint about age discrimination.

# Aims in line with The Equality Act 2010

Rivermead School complies with the Equality Act 2010 and by implementing this policy statement will aim to ensure that no employee will:

- discriminate directly, including discrimination by association and discrimination by perception i.e. treat someone less favourably than another because of their age or perceived age unless such treatment can be objectively justified
- discriminate indirectly i.e. to apply a criterion provision or practice which disadvantages people of a particular age unless it can be objectively justified
- subject someone to harassment i.e. unwanted conduct that violates a person's dignity or creates an intimidating, hostile degrading humiliating or offensive environment
- victimise someone because they have or intend to make a complaint or allegation or have given or intend to give evidence in relation to a complaint of discrimination on the grounds of age
- discriminate against someone in certain circumstances after the working relationship has ended e.g. references

# Responsibilities and commitments

The main principle of this policy statement follow the requirements as set out in the Equality Act 2010.

The **Governing Body** and **Headteacher** are responsible for ensuring that the school complies with legislation, and that this policy statement is adhered to by all staff and stakeholders within the school.

The School's policy is that age will not be a factor in any decisions made concerning recruitment & selection, access to employee benefits, opportunities for promotion or training, dismissal, performance management, application of discipline or capability procedures or selection for redundancy.

All **staff** are responsible for familiarising themselves with this policy statement, in particular the requirements of the Equality Act 2010; treating colleagues and others with dignity and respect at all times. Rivermead School will treat, as serious, any employee who knowingly fails to observe the requirements of the Equality Act 2010.

### **Advertising**

Wherever possible references to age in recruitment adverts will not be made unless it is a genuine occupational requirement, the advertisement relates to positive action or the advertisement complies with a statutory requirement.

### **Recruitment and Selection**

The recruitment and selection process will be based on the skills and ability of the individual applicant to do the job and not their age.

### **Training and promotion**

Training and promotion opportunities are available to all staff and in selecting individuals for training or promotion. It is expected that line managers will ensure that individuals are not excluded as a result of being too young or too old. Direct or indirect references to age in Performance Management Reviews will not be used.

### **Redundancy selection and payments**

Any redundancy selection policy used will be based on objective criteria.

### **Positive action**

The School has an aging workforce and reserves the right to take positive action measures to assist with its workforce planning to attract into its service younger people. It has regard to the age profile of its current staff and any under-representation.

### **Monitoring and review**

The School has made a commitment to monitor recruitment and selection, promotion and training and the use of procedures to ensure that no particular age group is being unfairly treated on the grounds of their age.

# Equality information and objectives (Public Sector Equality Duty) statement for publication

The Public Sector Equality Duty came in to force in April 2011 (s.149 of the Equality Act 2010) and public authorities like the Ministry of Justice are now required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities, named on, to publish:

- equality objectives, at least every four years (from 6th April 2012)
- information to demonstrate their compliance with the public sector equality duty (from 31st January 2012)

## Creating Learning without Limits

Our equality objectives are:

- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To narrow the gap between PPG and non PPG in English and Mathematics from KS2 to KS4.