

Oaklands School Equal Opportunities Policy

Person Responsible: Rany Kalsi, HR Manager

Date of Policy: January 2024

Next Review Date: January 2025

This policy is in accordance with both the borough policy on equal opportunities and all other policies, job descriptions and documentation in Oaklands School. Our 'School aims' statement also highlights our commitment to equal opportunities (attached)

The Equality Act became law in October, 2010. It replaced previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995) This policy consolidates 116 pieces of legislation into one act and ensures consistency in what employers and employees need to do to make their workplaces a fair environment and to comply with the law.

The Equality Act 2010 (Specific Duties) Regulations 2011 came into force on 10 September 2011. The specific duties require public bodies to publish relevant, proportionate information showing compliance with the Equality Duty, and to set equality objectives. These are attached at the end of this policy.

This Policy applies to all aspects of school life. This includes:

- ◆ Staff recruitment, staff promotion and staff training
- ◆ The curriculum, teaching and learning and class room practice
- ◆ Student admissions and attendance
- ◆ Students' attainment and progress
- ◆ Student behaviour, discipline and exclusions
- ◆ Students' personal development and pastoral care
- ◆ Membership of the Governing Body
- ◆ Partnerships with parents/carers and communities

This policy applies to the whole school community including visitors where appropriate.

Oaklands School will promote equality of opportunity and eliminate discrimination with regard to:

1. Sexual orientation, gender or gender reassignment, Marital status or being in a civil partnership
2. The need to promote gender equality and eliminate sex discrimination.
3. Age

4. Eliminating unlawful racial discrimination, to promote racial equality and to foster good relations between people from different racial groups and faiths.
5. The equality of opportunity for disabled people, promoting positive attitudes towards disabled people, and to encourage participation by disabled people in the wider community. Making reasonable adjustments where necessary

The aims of the policy of equality of opportunity

- ◆ To promote equality of opportunity for all our pupils/students and staff.
- ◆ To value the contributions of the diverse community of the borough.
- ◆ To strive towards inclusive education where appropriate.
- ◆ To represent positive images of a range of cultures, people and disabilities.
- ◆ To state that we do not accept racism, sexism, bullying, harassment or discrimination of any kind and eliminate any manifestation of institutional discrimination.
- ◆ To state that it is an expectation that all members of the school community including all staff, pupils, students, parents, governors, health professionals, therapists, volunteers and visitors will respect and implement these aims.

Curriculum and Resources

Through the broad, balanced and relevant curriculum offered to students at Oaklands School, issues of equality are addressed in a number of ways.

- ◆ Representation of positive images of a range of people, lifestyles and cultures.
- ◆ Student and staff life outside school is acknowledged and opportunities provided for expression within school. This includes the use of any languages spoken at home, dress religious observances etc.
- ◆ Resources are used that include books, display, cooking utensils, dress, food, music etc representative of a culturally diverse community.
- ◆ Festivals are celebrated as whole school events, which represent the cultural groups within the school community. The range of Festivals and Celebrations are given equal value and time, and we strive to involve representatives from the local community, religious leaders, etc where possible.

- ◆ Our Religious Education programme is based around the six major faiths and as such provides opportunities for students and staff to look in depth at the many facets of the cultural groups represented in our school.
- ◆ Our Personal, Social, Health and Citizenship Education programme actively promotes the attitudes embodied in the above aims in it's focus upon:
 - Anti bullying
 - Citizenship
 - Coping with peer influence
 - Self esteem
 - Influence of Culture, Gender and Religion etc

Roles and responsibilities

It is the responsibility of all staff members to ensure that equal opportunities is practiced within the school. Those in leadership roles will ensure that no staff, student or family are being disadvantaged in any way.

Admissions

For policy and procedure relating to admissions, please refer to the Oaklands Schools Admissions policy.

Bullying

For policy and procedure relating to bullying please refer to the Oaklands School Bullying policy.

Governing body

We aim to recruit Staff and Governors that reflect the diverse community of the borough.

Monitoring of Racist incidents

- ◆ Any racist incidents will be recorded on an Incident sheet.
- ◆ These will be made available to the Local Authority
- ◆ A racist incident is any incident that is perceived to be racist either by the person it was directed at or by any other person (a witness, the person investigating the incident, etc)
- ◆ The number of racist incidents will be published annually.
- ◆ These measures are recommendations of the Stephen Lawrence inquiry report.

Monitoring of the policy

- ◆ The Equal opportunities policy will be reviewed each year to monitor its effectiveness.

The whole school community is responsible for the implementation of the equal opportunities policy. It is an expectation that all staff, pupils, students, parents, governors, health professionals, therapists, volunteers and visitors strive towards this.

Oaklands School Aims

- To provide each individual with a safe, stimulating, challenging, supportive learning environment.
- To promote the spiritual, moral, social, cultural, cognitive and physical development of all.
- To create a community in which each individual is valued and enabled to play a full part in school life.
- To enable each individual to maximise their potential to become confident learners.
- To develop effective communication skills.
- To help students to stay safe and learn to protect and to assert themselves.
- To ensure all students have access to a relevant broad and balanced curriculum designed to meet their personalised learning needs.
- To support parents/families through multi-agency work with all stakeholders.
- To encourage families to work in partnership with professionals, to the benefit of our students, and the work of the school.
- To provide inclusion opportunities at other schools and colleges.
- To prepare students for smooth transitions pre and post school.
- To promote healthy lifestyle choices to aid well-being.
- To follow Every Disabled Child Matters guidelines and facilitate equal opportunities for all.

Oaklands School Equality Objectives reviewed and updated January 2023

Identified perceived inequality	Objectives	Actions	Impact column
Advance equality of opportunity to vulnerable groups	Improve learning outcomes for vulnerable groups	<p>Target tracking every six months. PPG funding allocated for individualised coaching. 1:1 therapy input via a team of onsite. Therapists and Therapy Assistants. Individualised IEPs. Track attendance data at monthly PCC (Pupils causing concern) meetings. Track behaviour data at monthly PCC (Pupils causing concern meetings) Family support service in place providing support with a range of issues which impact on our families and to review via pupil causing concern meetings monthly Target tracking every 6 months. Intervention plans for those pupils not meeting or exceeding their targets.</p>	Majority of pupils regardless of SEN make at least expected progress in line with targets.
Advance equality of opportunities of all our families	Foster good relations	<p>Multi lingual website - option to translate. Parent support services. Parents training and workshops offered monthly which include opportunities for specific groups (PMLD, Autism, and Complex needs) and including support for families where English is an additional language. Homeworking highlighted as a cross school project.</p>	<p>Parent questionnaire confirms high level of satisfaction. NAS accreditation reports high level of satisfaction. Attendance at Parents events increased. Area on school website developed to provide families with homeworking activities and opportunities. Half termly homeworking challenge identified in Newsletter.</p>

<p>Advance opportunities for all faith groups</p>	<p>Promote spiritual, moral, social and cultural development through all appropriate curricular opportunities</p>	<p>Multi faith celebrations Curriculum enhancement opportunities School values</p>	
<p>Advance opportunities for people with learning difficulties to find paid employment.</p>	<p>Tackle prejudice and promote understanding in relation to people with disabilities.</p>	<p>Employment opportunities for people with Learning Difficulties are actively promoted at Oaklands. 3 job coaches are in post Planned programme of opportunities for employer based work experience</p>	