

PARKLANDS INFANT AND NURSERY SCHOOL



EQUAL OPPORTUNITIES POLICY

Approved by the Governing Body of Parklands Infant & Nursery School.

Date: Tuesday 24th March 2026 (to be reviewed February 2028)

Signed: _____

Mrs S Evitts, Chair of Governors

Equal Opportunities Policy

1. Policy Statement

The Governing Body is committed to providing fair and equitable education for all pupils and equal treatment for employees, pupils, and the wider community—regardless of age, disability, gender, marital status, ethnicity, religion or belief, sexual orientation, HIV status, or national origin.

The Governing Body promotes the elimination of discrimination and complies fully with all relevant legislation, including (but not limited to):

- Sex Discrimination Act 1995/97
- Race Relations Act 2000
- Human Rights Act 1998
- Asylum and Immigration Act 1996
- Disability Discrimination Act 2005
- Employment Equality Regulations (Sexual Orientation, Religion or Belief) 2003
- Relevant Codes of Practice and European Directives

2. Our Commitment

The Governing Body aims to achieve the highest level of the Equality Standard for schools. All Governors, staff, and representatives acting on behalf of the school share responsibility for implementing this policy and challenging discrimination.

We will:

- Provide training and guidance so all staff understand their responsibilities under equality legislation.
- Promote the school as an inclusive employer with a workforce that reflects the local community.
- Support equal pay and equal opportunities.
- Ensure services and resources meet the needs of pupils and the wider community.
- Monitor the curriculum to promote learning about diversity, tolerance, and respect.

3. Monitoring and Evaluation

The Head Teacher will report annually to the Governing Body on:

- Employee data (age, disability, gender, grade, ethnicity)
- Bullying incidents involving staff and pupils

The policy will be reviewed regularly and updated to reflect legislative changes.

4. Preventing Discrimination

The Governing Body recognises both direct and indirect discrimination. To prevent discrimination, the school will:

- Ensure that no individual is treated unfavourably based on protected characteristics unless a genuine occupational requirement applies.
- Ensure no group is disadvantaged.
- Include equality awareness training in staff development programmes.
- Ensure the curriculum reflects society's diversity.

5. Policy Areas

5.1 Disability

The Governing Body will:

- Eliminate unlawful discrimination and promote equality of opportunity.
- Ensure fair recruitment and employment practices.
- Make reasonable adjustments, including:
 - Premises adaptations
 - Reallocation of duties
 - Alternative roles
 - Flexible working arrangements
 - Time off for treatment or assessments
 - Training provision
 - Adapted equipment or materials

5.2 Religion or Belief

The school will:

- Oppose all religious discrimination.
- Protect individuals' rights to practise (or not practise) any religion or belief.
- Foster an environment where individuals can be open about their beliefs.
- Provide training and implement anti-harassment procedures.

5.3 Race Equality

The school recognises its duties under the Race Relations Act (2000) to:

- Eliminate unlawful discrimination
- Promote equality of opportunity
- Foster good relations between racial groups

The school will:

- Recruit and promote staff solely on merit, regardless of ethnicity.
- Ensure information is accessible and, where needed, targeted to specific groups.

5.4 Sex Equality

The Governing Body opposes all forms of sex discrimination and works to:

- Support staff with family and caring responsibilities.
- Provide training and development opportunities for those with disrupted career patterns.
- Challenge sexist attitudes and practices.
- Ensure recruitment and promotion are based solely on ability.
- Address gender imbalances and promote positive, non-sexist language and images.

5.5 Sexual Orientation

The school complies with the Employment Equality (Sexual Orientation) Regulations 2003 and will:

- Protect individuals from discrimination.
- Raise awareness through training.
- Implement anti-harassment procedures.

5.6 Age Equality

The school opposes age discrimination and will ensure that:

- Age is not a barrier to recruitment, promotion, training, or development.
- Age will not be used unfairly in redundancy or retirement decisions.

6. Harassment

Harassment, victimisation, or bullying in any form is unacceptable. Staff must be able to report concerns without fear of reprisal.

The Governing Body will:

- Ensure staff understand harassment procedures.
- Handle complaints sensitively.
- Monitor concerns and ensure appropriate action.
- Provide support to individuals experiencing harassment or discrimination.

7. Changes to Personal Circumstances

Employees must inform the Head Teacher or Governors of any change in circumstances that may affect their working conditions under this policy. Staff are also encouraged to seek support from their union if needed.

8. Complaints and Dispute Resolution

Complaints that cannot be resolved informally will be handled through the school's formal Complaints Procedure.

Policy to be reviewed every two years or more regularly as required.