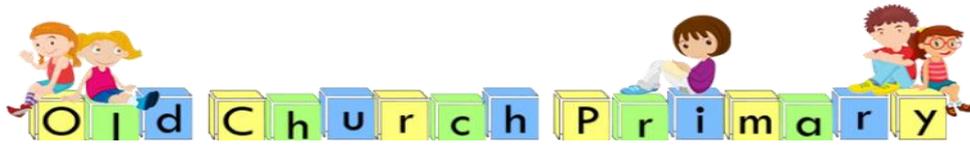


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|                           |                          |
|---------------------------|--------------------------|
| Policy                    | Equal Opportunity Policy |
| Date agreed by Governors  | September 2020           |
| Signed Head Teacher       | Davina Clacy             |
| Signed Chair of Governors | Claire Clift             |
| Review Date               | September 2022           |



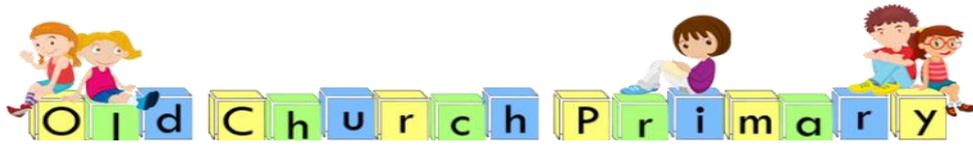
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**Equal Opportunity Policy**

## **1. OVERVIEW**

- 1.1 This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.
- 1.2 The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation. In this school we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Single Equality Policy summarises the school's approach in ensuring equality for all.

## **2. OBJECTIVES**

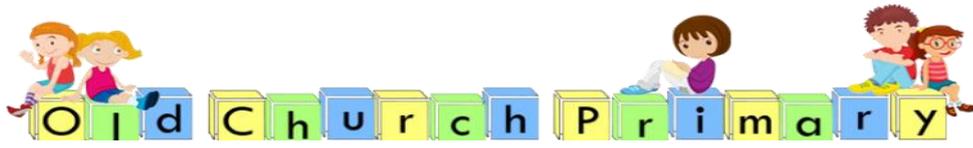
- 2.1 To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- 2.2 To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- 2.3 To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
- 2.4 To recognize and celebrate diversity within our community whilst promoting community cohesion.
- 2.5 To ensure that this policy is applied to all we do.
- 2.6 To ensure that pupils and parents are fully involved in the provision made by the school.
- 2.7 To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.



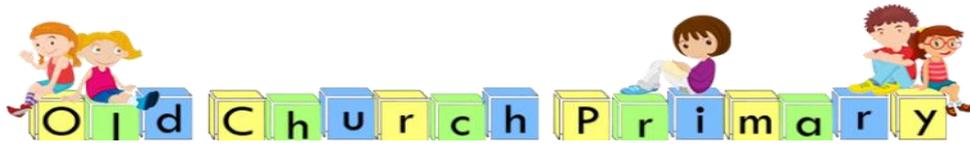
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### **3. GOOD PRACTICE**

3.1 We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school.



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3.2 We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

3.3 We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

3.4 We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, eg homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

## 4. STRATEGIES

4.1 Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.

4.2 Parents and governors will be involved and consulted about the provision being offered by the school.

4.3 Teachers will ensure that the teaching and learning takes account of this policy.

4.4 The diversity within our school and the wider community will be viewed positively by all.

4.5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

4.6 Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

4.7 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

4.8 The positive achievements of all pupils will be celebrated and recognised.

4.9 The school are to promote Equal Opportunities through our core values- Respect, Resilience, Responsibility and Relationships.

## 5. OUTCOMES

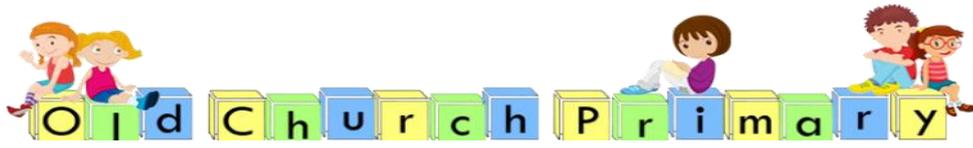
5.1 This policy will play an important part in the educational development of individual pupils.

5.2 It will ensure that all pupils are treated equally and as favourably as others.

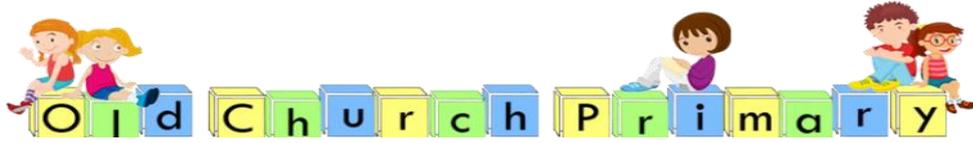
5.3 The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.

5.4 We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

## 6. EQUALITY OBJECTIVE



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6.1 The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.

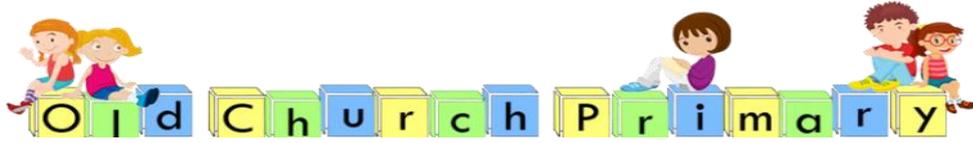
6.2 Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

6.3 We will regularly review the progress we are making to meet our equality objectives.

### Equality objectives

7.1 Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity.

7.2 Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries. Use events like World Cup, Black Lives Matter, Olympics, WW1 centenary as an opportunity to explore other cultures.



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## Lost child policy

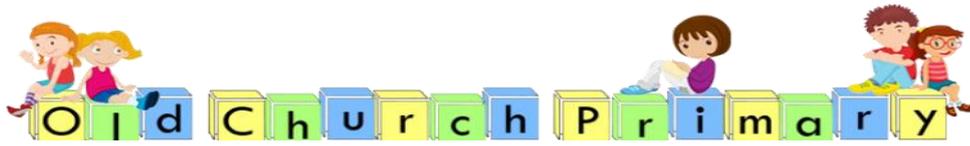
**At Old Church C of E (C ) Primary School, the safety and well-being of the children is paramount. Staff at Old Church are responsible for accounting for the children in their group.**

All children are accounted for during the day and their attendance is marked in the register at the start of morning and the start of the afternoon during registration. Staff make regular checks throughout the day. All doors and gate are securely closed and the outdoor play areas are fenced securely. No child is allowed to leave school at the end of the day without the staff seeing their parents/ carers/ identified person first. The only exception is if a parent gives an older child permission to walk home on their own .

If a child is missing the following action should be taken;

- Staff alert their line manager, the Headteacher and the Deputy who calmly check both inside and outside the building.
- If there is no sign of the child contact the parent to check if the child has gone home and inform parents of the situation
- If not the police are contacted immediately
- Trace the child's last movements
- Continue searching the local area and keep in contact with the school via mobile phone
- Staff wait for the police to arrive and follow their instructions. Staff would be allocated to continue searching whilst awaiting the police.

After the event, all staff involved will record the incident in writing and the Headteacher will lead an internal investigation.



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If police have to be called the LA would be contacted by the Headteacher and a written report sent by the Headteacher informing them of the incident. The Headteacher would then take their advice on the next steps e.g. a report to OFSTED.

When taking the children on outings, a risk assessment is carried out prior to the outing and regular head counts are made throughout the time. Children are allocated to certain members of staff with higher than normal ratios, to ensure the children are safe at all times.

If a child went missing then the person in charge would be immediately informed. A member of staff would make an immediate search of the surrounding area, ensuring that the other children were sufficiently supervised and safe.

If the child cannot be found after the appropriate search time then the Police and parents would be informed. The search would continue with the member of staff keeping in touch by mobile phone. Once the Police arrived, their instructions would be followed.

The Headteacher will inform the LA and take advice from them e.g. to call Ofsted

| Policy                     | Lost Child Policy |
|----------------------------|-------------------|
| Head Teacher Signed:       |                   |
| Chair of Governors Signed: |                   |
| Date Published:            |                   |
| Date of Review:            |                   |