



JARROW SCHOOL

Excellence in
Education

**Policy Title: Equal Opportunities Policy
(including Racial Equality and Cultural Diversity)**

Leader: Lorraine Lobban

Review Date: July 2024

At Jarrow School we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the school community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. Our school community consists of a diverse range of people – employees, visitors, students and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

The Equality Act 2010 covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the Act protects all of us against unfair treatment. The protected characteristics are:

- Age
- Disability
- Race
- Gender
- Gender reassignment/identity
- Sexual orientation
- Pregnancy and maternity
- Religion or belief
- Marriage and civil partnership

Aims

We want to foster mutual tolerance and our aim is for everyone to feel valued within the school.

By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of the above protected characteristics:

- Students have opportunities to achieve their potential
- Expectations of students are high
- Students are prepared for life in a diverse and multi-ethnic society
- Students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these
- It has a positive ethos and environment
- Racist and discriminatory incidents are dealt with effectively
- Inclusion issues are taken seriously and are considered in all aspects of school life
- Equal Opportunities

All students and adults within the school have a right to be treated with respect. This includes a right to:

- Study, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abusive language

- Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to course access, recruitment, access to extra-curricular activities, work experience
- Students and adults within school are encouraged to challenge any inappropriate behaviour or comments.

Support

Support is available for students from their Form Tutor, Head of Year, or any trusted adult.

Some students may access the LSC as a source of help. The School Nurse and other outside agencies may support students as appropriate.

POLICY FOR RACIAL EQUALITY AND CULTURAL DIVERSITY

The curriculum of Jarrow School will incorporate multi-faith teaching and learning about other cultures. This universal approach may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures.

Racist language and behaviour will not be tolerated. All incidents will be recorded and parents notified. Persistent racism will result in exclusion.

Jarrow School welcomes its duties under the Equality Act 2010. We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination

In order to achieve these criteria we are guided by the following principles:

- Every student should have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- Every student 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 student should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi ethnic society, and in the wider context of an interdependent world
- Every student should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being.

These principles apply to the full range of our policies and practices, including those which are concerned with:

- Students' progress, attainment and assessment
- Behaviour, discipline and exclusions

- Students' personal development and pastoral care
- Admissions and attendance
- The curriculum content
- Staff recruitment and professional development
- Partnership with parents and communities

The school is opposed to all forms of prejudice including racism, sexism and xenophobia. This includes prejudice which is directed towards religious groups and particular communities, for example, Islamophobia, travellers, refugees and asylum-seekers. The school hopes through education and knowledge to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist/sexist jokes will be regarded as any other form of bullying and dealt with as such.

The issues are also addressed regularly in assemblies that follow a different theme each week and the school provides a mentoring and counselling service for anyone affected by equality issues.

The school can also call on specialist support through arrangements with the Local Authority – both with their staff and through their connections with people who have special knowledge which can inform the school's approach, such as disability equality groups and other relevant special interest organisations.

Religious Observance

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

The Dress Code

Parents are asked that students do not wear anything which has a slogan, writing or illustration that may be offensive in any way to anyone else. Clothing must be appropriate in terms of decency.

SMT reserve the right to ask students who wear revealing/inadequate clothing to go home and change. Persistent breaches of the code could result in exclusion. Although students are not allowed to wear hats in school, headgear pertaining to a religious belief may be worn. Dress for PE would also be adapted for similar reasons.

Breaches of policy

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

Responsibilities

The governors' responsibility is to ensure that the school complies with the legislation and that this policy is implemented. In order to do this the policy should be reviewed bi-annually by the School Community Committee.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities by presenting all staff with the updated policy. He/She is responsible for taking appropriate action in any case of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; challenge racial and cultural bias and stereotyping, and to incorporate principles of equality and diversity into all aspects of their work.

LGBTQ+ Equality

The public sector Equality Duty requires all schools in England to eliminate discrimination on the grounds of sexual orientation and gender reassignment. The Equality Act 2010 applies gender reassignment to anyone who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. This means that schools must protect any student taking steps to reassign their sex, whether those steps are social (for example changing their name, the pronoun they prefer and the way they dress or look) or include medical intervention (for example accessing hormone therapy or having surgery).

Jarrow School is committed to not only identifying and challenging homophobic, biphobic and transphobic bullying, but also to the prevention of such discrimination through other school policies (including but not restricted to The Anti-Bullying Policy, Behaviour for Learning Policy and RSE Policy). Jarrow School are also committed to promoting LGBTQ+ equality through staff training, assemblies and our Equalities Action Plan.