



**UNICORN SCHOOL**

# **EQUAL OPPORTUNITIES POLICY**

*This policy applies to all children at Unicorn School, including those in the EYFS.*

*The Equality & Diversity Officer is: The Head*

This Policy links to the Accessibility Plan, Special Educational Needs Policy and Inclusion Statement, Safer Recruitment Policy.

## **RESPONSIBILITY**

Staff Member:

SENCO

Governors' Committee:

Polly Fraley (Head)

Jennifer Renna

Education and Staffing

**Reviewed:**

**Approved by Committee:**

**November 2022**

**February 2023**

## **EQUAL OPPORTUNITIES POLICY**

***This policy applies to all children/staff at Unicorn School, including those in the EYFS.***

This policy is available for parents to read on the school website.

See also, Accessibility Plan, Special Educational Needs Policy, Inclusion Statement and Safer Recruitment Policy.

This policy is written with regard to:  
Equality Act 2020  
DFE guidance on political impartiality

### **Introduction**

Unicorn School recognises the value of diverse environments and strives to promote a culture in which all members of the Unicorn community are welcomed and supported to fulfil their potential.

We are committed to an ethos and culture of inclusion for all in the Unicorn community irrespective of age, disability, gender reassignment, race, religion or belief, sexual orientation, marriage and civil partnership, pregnancy and maternity (also known as the protected characteristics under the Equality Act 2010)

We have fundamental British values at the heart of our ethos at Unicorn School and promote:  
Democracy  
The rule of law  
Individual liberty  
Mutual respect and tolerance of those with different faiths and beliefs

It is our belief that diversity, equality and inclusion is central to all our policies.

Children:

- At Unicorn all children are offered equal opportunities in all aspects of school life whatever their race, gender, ability, or background. The children are encouraged to achieve their full potential in all curriculum areas and to develop positive attitudes, which will foster self-esteem and confidence. The intention is that children will develop tolerance and understanding with respect for the rights, beliefs and views of others.
- All members of the school community are recognised as individuals with their rights, values and beliefs respected.
- Unicorn takes reasonable steps to avoid putting disabled people at a substantial disadvantage and endeavour to remove barriers for pupils and colleagues where these exist.
- As part of their learning in many curriculum areas, children will gain insights into the origins and practices of their own cultures and an awareness and understanding of our multicultural society in Britain today. We encourage our children to respect and value diversity within society, show respect for and appreciation of their own and other cultures and demonstrate sensitivity and tolerance to those from different traditions and backgrounds.
- Long-term plans of all subjects and assembly schedule will be regularly reviewed by the Head to ensure that difference and diversity is celebrated in the classroom and across the School.

- Children are taught to distinguish right from wrong, understand and respect systems of rules and laws and accept responsibility for their own behaviour including towards others.
- Any behaviour which includes prejudicial harassment, is unacceptable and, while there may be little evidence of this at Unicorn, all staff are vigilant and would take action should any incidents of this nature occur. Such action would follow the policy for anti-bullying under pastoral care. Any incidents would be logged on CPOMS – our safeguarding software.

Staff:

- Unicorn commits to encouraging equality, diversity and inclusion in the work place as they are good practice and make good business sense.
- Unicorn takes seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the school's activities.

All decisions concerning staff will be based on merit (apart from in any necessary and limited exceptions allowed under the Equality Act)

- Any specific incidents of racist or sexist behaviour will be investigated thoroughly and logged on SCR tracker
- The school commits to reviewing employment practices and procedures when necessary to ensure fairness and will update the policy to take account of the law.

### **Recent initiatives around Equality, Diversity and Inclusion**

School Development plan (2022-25) has as one of the three strategic priorities:

*Putting social responsibility, diversity and inclusivity and kindness at the heart of our school community. This will include supporting our local charities, community projects and committing to understand and support the UN's Sustainable Development Goals.*

Curriculum review across all subjects with particular reference to increasing the children's knowledge around our diverse society. For instance, a topic of Migration has been added to the UV curriculum with a focus on the Windrush crossings.

Head attended the 2022 IAPS conference on 'Conscious Inclusion' resulting in a booking for Sean Dellenty for the April 2023 Staff Inset on 'Celebrating Difference – a whole school approach to LGBTQ+ and Inclusion'

Displays are being monitored to ensure they celebrate our diverse community.

Expansion of books in the library with authors or subject matter reflecting our diverse society.

Black History Month embedded into planning.

Arts Week (where the theme was 'Come back to Colour') focused on Black Artists including Alma Thomas, Faith Ringgold, Labaina Himid, Frank Bowling and Chris Ofili. Older children explored loss of identity themes such as how paintings primarily depicted black people as servants and names were changed to westernised ones.

Our 'composer of the month' features composers from a range of countries or cultures.

Robust assembly schedule with themes such as celebrating diversity, refugees, kindness, tolerance, festivals around the world.

Parents and children are encouraged and welcomed to talk to classes or assembly about their own cultural traditions – eg Eid, Diwali etc.

2023-4 development plan targets focus on an audit of our staff and governors to enable an action plan to be developed around increasing the diversity in both these sets.

Reviewed Nov 2022 PF

Reviewed Jan 2022 PF

Reviewed May 2018 KT

Reviewed November 2017 KT

Reviewed October 2015 JR

Updated by PF July 2014

Updated by PF November 2013

Updated by PF November 2012

Updated by PF and RL, July 2011