

# Kirby Muxloe Primary School



# Equality Opportunities Policy

(public sector equality duty)

Date adopted by Trust Board:

6th December 2023

Date for review: Autumn 2027

# 1.Introduction

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At Kirby Muxloe Primary School we are committed to the principle of equality of opportunity for all in employment and in the provision of teaching and learning. We take pride in our diverse community and all of the cultural richness that it brings with it.

This statement outlines our commitment to equality and diversity. It sets out our intention to create an environment in which everyone in our school community can take full part in the social and cultural life of the school. It also sets out our commitment to promote equality and diversity amongst our pupils, their families and our staff.

## 2.Our aim

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Kirby Muxloe Primary School aims to meet it's obligations under the public sector equality duty by having due regard to the need to:

- promote equality of opportunity;
- eliminate unlawful discrimination and other conduct that is prohibited by the Equality Act 2010
- promote good relations between people with different protected characteristics as set out in the Equality Act

We want to see a strong, sustainable and cohesive community in our school. We will continue to develop and promote policies and systems that make sure that the school community and our workforce are not unlawfully discriminated against.

## 3.How we will deliver our commitment

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Kirby Muxloe Primary School has adopted the following principles:

- We recognise the value of diversity within the community, our workforce and our pupils and the contribution made by people from different backgrounds
- We are committed to ensuring that teaching and learning meet the varied and complex needs of pupils in our care
- We will promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum, including assemblies dealing with relevant issues, working with our community and linking with people and groups who have specialist knowledge, thus informing and developing our approach.
- We will make sure our employment is accessible to everyone and will demonstrate that we
- actively value and celebrate the wide variety of lifestyles and cultures within the community. Our commitment is supported by a legal duty to provide learning and employment opportunities fairly and without unlawful discrimination. We believe we have a strong moral and social duty to recognise any unlawful discrimination, take steps to challenge prejudice and discrimination and to promote equality.

## 4.Objectives

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### 4.1 Promoting the principle of fairness and justice for all through the education that we provide in our school

***This will be achieved by:***

- building on good practice
- consulting with and involving our local community
- providing accessible information and feedback opportunities
- removing barriers which deny people access to our school community

- promoting an environment which gives all pupils an equal chance to learn and live free of unlawful discrimination and prejudice, all staff to work and live free of unlawful discrimination and prejudice
- take steps to build an inclusive and cohesive school community.

#### **4.2 Ensuring equal and appropriate treatment in employment, training and recruitment opportunities:**

We will put in place a range of actions aimed at tackling prejudice and celebrating diversity within our workforce.

##### ***This will be achieved by:***

- developing a workforce which reflects the community at all levels
- making sure that all employees understand their responsibilities under this statement
- making sure that all employees know about their rights of protection from unlawful discrimination, harassment, bullying or victimisation;
- developing and promoting policies which give everyone equal access to employment and opportunities
- using our powers to make sure that organisations providing services on our behalf work in line with this statement
- setting performance targets so we can measure our progress

#### **Responsibilities**

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Kirby Muxloe Primary School is an equal opportunities employer and provider of teaching and learning. In order to support this public commitment, all staff play a key role in ensuring that provision does not give rise to unlawful discrimination of any kind and that we have a shared understanding of the relevant issues and how best to deal with them.

All employees of Kirby Muxloe Primary School are expected to comply with our values of promoting equality and diversity and treat colleagues and others in the school community with dignity and respect at all times. This commitment must be evidenced in practice. Any behaviour that falls below these standards is unacceptable to Kirby Muxloe Primary School and potentially constitutes misconduct. All school staff are expected to have regard to this document and work to achieve the objectives set out in Section 4

##### ***Leaders, Managers and The Trust board are expected to:***

- be at the forefront of best practice on equalities within their respective areas
- Keep equalities issues under review, establishing monitoring systems and consultations when necessary
- consider better access for people with disabilities

##### ***And where appropriate, should:***

- set equality targets, monitor outcomes and develop relevant action plans
- review provision to ensure elimination of unequal treatment of staff, pupils and the wider school community
- raise equality-related issues with their staff and senior colleagues as appropriate
- encourage leadership on equalities amongst their staff and other providers
- train staff on equalities issues
- monitor provision by contractors and other external providers