



# The Kingfisher Schools Federation

## Equal Opportunities Policy

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### 1. INTRODUCTION

This policy statement applies to all pupils and staff, teaching and non-teaching, and members of the Governing Body within The Kingfisher Schools Federation.

### 2. AIMS

All members of the Kingfisher Schools Federation are entitled to be treated without prejudice irrespective of gender, ethnic origin, religion, class, ability, disability handicap or any other perceived difference.

All pupils will have an entitlement to participate in broad and balanced educational experiences. Such entitlement will be irrespective of ability differences. In particular, the aim must be to develop fully the individual potential of all students unhampered by any form of stereotyping.

All staff (including those on part time contracts) will be entitled to professional development opportunities irrespective of gender, ethnic origin, religion, handicap or age in accordance with the letter and spirit of legislation contained in current versions of the Sex Discrimination Act, Race Relations Act, Disability Discrimination Act, Human Rights Act and the Suffolk County Council's Equal Opportunity Policy.

All vacancies will be advertised openly and any appointments made (governors, teaching, and non-teaching staff) will be made on the basis of ability - relating to the post in question - and will not contravene the scope or the spirit of this Code of Practice or that issued by Suffolk County Council.



The Kingfisher Schools Federation, through the Accessibility Plan and Disability Equality Scheme, will promote modification and improvement of the site, buildings and facilities to ensure reasonable access to all. The Kingfisher Schools Federation will expect pupils, staff and governors to apply the Policy which also includes provision for monitoring and action when appropriate. Equal opportunities will be an agenda item, as appropriate, at Governing Body, meetings.

A working group will be asked to address specific issues that come to light and report findings to the Headteacher or Governing Body (as appropriate). Guidelines for addressing specific provisions contained in the Disability Discrimination Act and the Race Relations Acts are provided as attachments to this policy.

### **3. AVOIDING DISABILITY DISCRIMINATION**

#### **Guidelines**

1. The Kingfisher Schools Federation will regularly review its provision for pupils with disabilities. Where deficiencies in provision are identified, the appropriate Suffolk staff will be contacted with a view to the necessary improvements.
2. Access to the curriculum for pupils with a disability will be a priority. Adjustments will be made where necessary and feasible, e.g. room changes.
3. Disability and discrimination will be considered on staff meeting agendas as necessary and any issues requiring attention will be dealt with as soon as possible, or advice will be sought.
4. The Kingfisher Schools Federation will promote the appropriate messages – for example, the need for concern for the rights of people with disabilities and the unacceptability of any negative discrimination in the school – through its pastoral system, school assemblies, year and school councils etc.



#### 4. AVOIDING RACIAL, ETHNIC OR RELIGIOUS DISCRIMINATION

Discrimination on grounds of race, gender and sexual orientation is unacceptable. Racist offences will be logged and reported as required by current legislation.

It is therefore important to protect individuals from any insulting language or behaviour; any harassment or unjust treatment relating to racial origin; achieve a feeling of one community at the school; and, value the contribution that can be made by pupils from other ethnic and cultural backgrounds.

##### **Guidelines**

At the present time, our schools have a majority white monoculture. The following guidelines will be followed whenever appropriate:

1. Opportunities will be taken through assemblies, PSHE, RE and elsewhere for the encouragement of positive attitudes on this subject.
2. A full range of sanctions will be used to deal with offences against the school's race policy. Parents will be involved whenever appropriate.
3. The Kingfisher Schools Federation, through the Accessibility Plan and Disability Equality Scheme will promote modification and improvement of the site, buildings and facilities to ensure reasonable access to all.
4. Counselling of individual pupil's victim and offender will be a standard response when breaches of the policy occur.
5. Members of ethnic minority groups and others will be encouraged to report any racist language or activities. Those inclined to behave in a racist manner must not be protected through silence.
6. International and global outlooks will be encouraged. Part of the school's charity work programme will comprise fund-raising and other activities to support the needy in developing countries.
7. Without actual positive discrimination, efforts will be made to ensure that posts of responsibility go in full measure to members of ethnic minority groups.



8. Whenever we have pupils from ethnic minority groups, staff will be asked to see that achievements by ethnic minority pupils are fully recognised.
9. Pupils will occasionally be reminded that Britain is in fact a multicultural country and that a spirit of tolerance and mutual support is essential. Contact with other ethnic groups will be encouraged.

#### **MONITORING & EVALUATION**

- The policy will be reviewed as part of the schools monitoring cycle.
- The Head teacher has responsibility for monitoring this policy.
- **This Policy is due for Review in Autumn Term 2019.**

#### **IMPLEMENTATION**

This policy will be formally implemented with effect from September 2014.

This policy was adopted at a Meeting of the full Governing Body on 11<sup>th</sup> October 2016.

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**Mr John Beckett**  
**Chair of Governors**

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**Mrs Ruth Nixon**  
**Head Teacher**