

# PINNER

## HIGH SCHOOL

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|-------------------------|----------------------------|
| Policy                  | Equal Opportunities Policy |
| Date of Review          | 1 September 2023           |
| Reviewed By             | Head of Operations         |
| Date of Approval        | 30 September 2023          |
| Approved By             | Headteacher                |
| Date of Next Review     | September 2026             |
| Statutory/Non Statutory | Non Statutory              |
| Website/Non Website     | Non Website                |

Introduction

Pinner High School is committed to providing equal opportunities for all members of our school community, including students, staff, parents, and visitors. We believe in fostering an inclusive environment where diversity is celebrated, and discrimination is not tolerated. This Equal Opportunities Policy outlines our commitment to promoting equality and preventing discrimination within our school.

Legal Framework

Our commitment to equal opportunities is based on the following UK legislation:

- [The Equality Act 2010](#) , which prohibits discrimination, harassment, and victimisation on the grounds of **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation** (the protected characteristics).
- [The Special Educational Needs and Disability \(SEND\) Code of Practice](#) , which ensures that students with disabilities and special educational needs have equal access to education and support.

Aims and Objectives

Our aim is to create an inclusive and welcoming school environment where everyone has an equal chance to thrive and succeed. We are committed to the **Public Sector Equality Duty (“PSED”) under the Equality Act 2010** and, as such, our objectives include:

- Eliminating discrimination, harassment, and victimisation.
- Advancing equality of opportunity between persons who share a protected characteristic and persons who do not share it
- Fostering good relations between persons who share a protected characteristic and persons who do not share it
- Actively considering how our policies and practices affect people in relation to protected characteristics
- Publishing information annually and setting and reviewing equality objectives at least every four years to demonstrate their commitment to these values.
- Encouraging positive attitudes and behaviours towards diversity and inclusion.

Responsibilities

|                |                                                                                                                                                                 |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Governing Body | <ul style="list-style-type: none"><li>• Ensuring the school complies with legal requirements.</li><li>• Monitoring the implementation of this policy.</li></ul> |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|

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|                                        | <ul style="list-style-type: none"> <li>• Taking appropriate action to address any issues related to equal opportunities.</li> </ul>                                                                                                                                                                                 |
| Headteacher and Senior Leadership Team | <ul style="list-style-type: none"> <li>• Leading by example and promoting equality throughout the school.</li> <li>• Ensuring that staff, students, and parents are aware of this policy.</li> <li>• Handling any reported incidents of discrimination promptly and confidentially.</li> </ul>                      |
| All Staff                              | <ul style="list-style-type: none"> <li>• Treating each other, students, parents, and visitors with respect and dignity.</li> <li>• Avoiding discriminatory language, attitudes, and behaviours.</li> <li>• Reporting any incidents of discrimination to a designated member of staff or the Headteacher.</li> </ul> |
| All Students                           | <ul style="list-style-type: none"> <li>• Treating each other, staff, and visitors with respect and kindness.</li> <li>• Reporting any incidents of discrimination to a trusted adult.</li> </ul> <p>Implementation</p>                                                                                              |

## Implementation

We will implement this policy by:

- Providing training and awareness programs for staff and students.
- Promoting diversity through curriculum content and extracurricular activities.
- Monitoring and reviewing our practices and policies to ensure they promote equality. Please see Appendix A below for policies which enact or reflect our commitment to equal opportunities.
- Taking appropriate action to address any inequalities identified through regular assessments.

## Reporting and Complaints

Any member of the school community who believes they have been discriminated against or witnessed discrimination should report it to

- In the case of a student, their form tutor, head of year or any member of the senior leadership team
- In the case of a member of staff, parent/carer, governor or visitor, to the Headteacher
- In the case of a concern or complaint about the Headteacher, to the Chair of Governors

All complaints will be treated confidentially and investigated promptly in accordance with the procedures set out in our Behaviour Policy, Safeguarding Policy, HR Policy or Complaints Policy (as applicable).

### **Review**

This Equal Opportunities Policy will be reviewed annually to ensure its effectiveness and compliance with legal requirements. Any necessary changes will be made, and the policy will be communicated to all stakeholders.

**Headteacher, Pinner High School**

**September 2024**

## Appendix A

### Other school policies which enact or reflect our commitment to equal opportunities.

- Accessibility Policy
- Allegations Against Staff Policy
- Behaviour (including Anti Bullying ) Policy
- British Values Statement
- Careers Policy
- Charging and Remissions Policy
- Complaints Policy
- CUrriculum and Quality of Education Policy
- Data Protection Policy
- EAL Policy
- Educational Visits Policy
- Exams Policy
- ExclusionsPolicy
- HR Policy
- Lettings Policy
- Pay Policy
- Prevent Statement
- RE and COllective Worship Policy
- Relationships Sex and Health Education Policy
- Risk Assessment Policy
- Safeguarding Policy
- SEND Information, Offer and Policy
- Sixth Form Bursary Policy
- Stress Management Policy
- Student Welfare and Medical Policy
- Uniform Policy
- Whistleblowing Policy