



THE VINE CHRISTIAN SCHOOL

Independent School & Preschool

## **THE VINE CHRISTIAN SCHOOL**

### **EQUAL OPPORTUNITIES POLICY**

#### **Introduction**

As a Christian school we believe that the Bible is our standard and these standards will permeate throughout the whole of school life. The Bible teaches that God made man and woman and all people are of equal value and worth.

The Vine Christian School is therefore committed to equality of opportunity for all students and staff of the school. We aim to ensure that when employment decisions are made the only personal characteristics considered are those which, as well as being consistent with relevant legislation, are those necessary for the requirements and proper performance of the work involved as defined in the job description and the school's Christian ethos.

This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that the school provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated. We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community. We seek to provide a safe and happy environment where all can flourish.

We aim to empower our pupils to make informed choices so that they are better prepared for the opportunities, responsibilities and experiences of life within their community. Equality of opportunity is realised with the involvement and commitment of all members of the school community and a common understanding of the pivotal role of equal opportunities in the context of the school's ethos and values, in particular, the recognition that the role of all staff is crucial in the delivery of the objectives of the policy.

All members of the school community are responsible for promoting the school's equal opportunities policy and are obliged to respect and act in accordance with the policy.

#### **Students**

Wherever possible we aim to give all students the chance to progress in any studies that they show ability and to achieve their full potential during their time with us. As such, we work to ensure that our expectations, attitudes, and practices - in particular those relating to gender - do not prevent any child from reaching their potential.

We recognise that a child's self-perception can be influenced by his/her environment and so we aim to enhance our children's self-esteem and self-confidence by positively working to reduce any gender bias and promoting equality of opportunity.

Strategies are employed to ensure that the cross-curricular dimension of equal opportunity permeates all the life and work of the school.

Boys and girls have equal opportunity within and equal access to, all areas of the whole school curriculum, and are encouraged to participate equally in the full range of activities both inside and outside the classroom.

- Efforts are made to recognise and be aware of the possibility of gender bias in both our teaching and learning materials and our teaching styles
- Materials are carefully vetted for all areas of the curriculum so as to avoid or explain the problems of sexual stereotypes and gender bias
- Teacher time, attention and all resources are given equally to boys and girls
- All children are encouraged to work and play freely with others of both sexes and all ages
- Opportunities are given for children to work with teaching and support staff of both sexes where possible

Teaching and other groupings, such as dining table arrangements and classroom seating are organised on the basis of criteria other than gender, for example, age, ability, friendship.

Equality between the sexes is recognised when giving / delegating responsibility and noting the achievements of both staff and children.

- Discipline procedures - notably rewards and corrective measures - are the same for both sexes
- Children and all staff are encouraged to value each other and build up and maintain cooperative working relationships both within school and in the community, such relationships being based on mutual respect for each other

Any differences involving gender, which arise inside or outside the classroom, are dealt with sensitively and are discussed with the children.

### **Staff and Volunteers**

All staff and volunteer posts are not sex-specific. Both men and women are encouraged to work with all age groups. All staff have equal access to in-service training and posts of responsibility.

No one receives less favourable treatment on the grounds of disability or special needs.

In all staff appointments the best candidate will be appointed based on strict professional criteria.

Policy Adopted by Governors/Trustees on: 7 September 2018

Policy Due for Review on: July 2019