

GOODMAYES PRIMARY SCHOOL



EQUAL OPPORTUNITIES POLICY

Version Control			
Date Implemented	Summer 2026	Next review date	Summer 2028
Supersedes	Autumn 2024	Policy Owner	Governing Board

Summary of policy changes

Version 1: June 2026

- Uses correct protected characteristic terminology
- Removes outdated legal references (e.g. DDA)
- Fully aligns with Equality Act 2010
- Incorporates Public Sector Equality Duty properly
- Reflects modern inclusive practice expected by Ofsted

Goodmayes Primary School

Equal Opportunities Policy

(See also Equality Objectives Plan, Inclusion Policy, EAL Policy, Race Equality Policy, SEND Policy)

Introduction

Our school's mission statement reflects our commitment to valuing the individuality of all children. We are committed to giving all pupils every opportunity to achieve the highest standards by taking account of their varied experiences and needs.

We offer a broad and balanced curriculum and have high expectations of all pupils. The achievements, attitudes and wellbeing of all children matter.

This policy supports the promotion of British values, including mutual respect and tolerance of those with different faiths and beliefs and those without faith. It ensures that all individuals are treated fairly regardless of protected characteristics under the Equality Act 2010.

This policy complies with the Equality Act 2010 and the Public Sector Equality Duty (PSED) 2011.

The school has due regard to the need to:

eliminate unlawful discrimination, harassment and victimisation

advance equality of opportunity between people who share a protected characteristic and those who do not

foster good relations between different groups

Protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Aims and Objectives

- We do not discriminate against any individual—staff, pupils, parents or carers—on the grounds of:
age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- We promote fairness and justice through the education we provide. This may require treating some individuals differently to meet their needs.
- We ensure that all pupils have equal access to the full range of educational opportunities.
- We actively identify and remove barriers to learning, including indirect discrimination.
- We ensure recruitment, employment, promotion and training processes are fair and inclusive.
- We challenge prejudice, discrimination and stereotyping.
- We value each pupil's identity and celebrate diversity within the school community.
- We promote positive attitudes, inclusion and respect through the curriculum and wider school life.
- We will not tolerate harassment, discrimination or victimisation of any kind and will address incidents in line with school policies.

Race Equality

We will:

1. Eliminate racial discrimination
2. Promote equality of opportunity
3. Foster good relations between people of different racial groups

- All pupils have the right to access the full curriculum. Racist behaviour is not tolerated and will be addressed through established procedures.
- We promote understanding of diverse cultures through our curriculum and school environment.
- The curriculum reflects respect for all racial and ethnic groups.

Disability Equality

- The school meets its duties under the Equality Act 2010, ensuring reasonable adjustments are made so that disabled pupils are not placed at a substantial disadvantage.
- We provide an accessible learning environment for all pupils.
- Teachers adapt teaching approaches, materials and timing to meet the needs of pupils with disabilities.
- The school maintains and reviews an Accessibility Plan to improve access to:
 1. The curriculum
 2. The physical environment
 3. Written information

Equality Relating to Sex and Gender Reassignment

- We meet our duties under the Equality Act 2010 in relation to sex and gender reassignment.
- We ensure no pupil is treated less favourably because of their sex or because they are transgender or undergoing gender reassignment.
- We monitor attainment and participation to ensure equality of opportunity for all pupils.

- We challenge gender stereotypes and promote inclusive teaching practices and resources.

The Role of Governors

- The Governing Board is committed to promoting equality and ensuring fair treatment for all members of the school community.
- The Governing Board monitors school data to identify and address inequalities, including:
 1. admissions
 2. attainment and progress
 3. exclusions
 4. behaviour
 5. stakeholder feedback
- The Governing Board ensures that people with disabilities are not discriminated against in employment and that reasonable adjustments are made.
- Applications from all backgrounds are welcomed.
- The Governing Board ensures no individual is discriminated against based on: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

The Role of the Headteacher

- The headteacher is responsible for implementing this policy.
- The headteacher ensures staff are aware of and apply the policy consistently.
- The headteacher ensures fair recruitment practices.
- The headteacher promotes equality through curriculum and professional development.

- Respect for others is promoted throughout school life.
- All incidents of discrimination are treated seriously and addressed appropriately.

The Role of Staff

- All staff treat pupils fairly and with respect.
- Staff select inclusive and representative teaching materials.
- Staff promote diversity and challenge stereotypes through teaching.
- All incidents of discrimination or prejudice are recorded and reported in line with school procedures.

Monitoring and Review

- The Governing Board monitors the effectiveness of this policy by:
 1. analysing pupil progress
 2. reviewing equality data
 3. monitoring recruitment practices
 4. reviewing behaviour and exclusion data
 5. responding to complaints
- The school maintains an Equality Objectives Action Plan to support continuous improvement.