



Equal Opportunities Policy

Approved: March 2026

Approved by: Local Advisory Board

Next Review: March 2027

Policy Statement

Rose Hill Primary School is committed to promoting equality of opportunity and ensuring that all members of our school community are treated fairly, with dignity and respect. We aim to create a culture in which every individual feels valued and is able to participate fully in school life regardless of background, identity, need or circumstance.

The school recognises and celebrates diversity and is committed to preventing discrimination, harassment, victimisation and prejudice in all its forms. We believe that equality of opportunity is fundamental to achieving positive educational outcomes and helping every child fulfil their potential.

This policy applies to all pupils, staff, governors, volunteers, parents, carers, contractors and visitors.

Aims

The aims of this policy are to:

- Ensure all pupils have equal access to high-quality education, resources, opportunities and experiences.
- Eliminate unlawful discrimination, harassment and victimisation.
- Promote positive attitudes towards diversity and inclusion.
- Ensure employment practices are fair and equitable.
- Foster respect and understanding between individuals from different backgrounds.
- Create a safe learning environment where everyone feels valued and included.
- Ensure that no member of the school community is disadvantaged because of a protected characteristic identified within the Equality Act 2010.

Legal Framework

This policy is based upon:

- Equality Act 2010.
- Human Rights Act 1998.
- Children Act 1989 and Children Act 2004.
- Department for Education guidance: The Equality Act 2010 and Schools.
- Guidance issued by the Equality and Human Rights Commission.

Protected Characteristics

The school recognises the nine protected characteristics under the Equality Act 2010:

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

Although some characteristics relate primarily to adults, the school will ensure that all children and adults are treated fairly and respectfully.

Equal Opportunities for Pupils

Rose Hill Primary School will:

- Provide equal access to learning opportunities for all pupils.
- Maintain high expectations for every child.
- Monitor attainment, progress, attendance and participation to identify and reduce disadvantage.
- Make reasonable adjustments for disabled pupils.
- Support pupils with special educational needs and disabilities.
- Ensure educational visits, enrichment activities and leadership opportunities are accessible to all pupils.
- Challenge stereotypes, prejudice and discriminatory behaviour through the curriculum and wider school life.

No pupil will be treated less favourably because of their background, family circumstances or protected characteristics.

Equal Opportunities for Staff

The school is committed to ensuring equality of opportunity throughout employment.

This includes:

- Recruitment and selection.
- Induction.

- Professional development.
- Performance management.
- Promotion opportunities.
- Flexible working requests.
- Staff wellbeing provision.

Appointments will always be made on merit and suitability for the role.

The school will not discriminate against employees or applicants on any unlawful grounds and will make reasonable adjustments where required.

Curriculum

The curriculum will:

- Reflect the diversity of modern Britain.
- Promote mutual respect and tolerance.
- Encourage pupils to understand and value differences.
- Challenge prejudice and stereotypes.
- Help pupils develop positive relationships with others.

Through assemblies, PSHE, RE and wider curriculum opportunities, pupils will learn about equality, respect and inclusion in an age-appropriate way.

Preventing Discrimination and Harassment

Rose Hill Primary School has a zero-tolerance approach to:

- Racism
- Sexism
- Disability discrimination
- Homophobic, biphobic or transphobic behaviour
- Religious discrimination
- Harassment
- Bullying motivated by prejudice

Any such incidents will be investigated promptly and addressed in accordance with the school's Behaviour Policy and safeguarding procedures.

Responsibilities

Governing Board

T: Ipswich Campus 01473 277243 / Mid-Suffolk Campus 01449 742422 E: mail@oxlip.uk www.oxlip.uk

Oxlip Learning Partnership is a Private Limited Company by guarantee without share capital use of 'Limited' exemption registered in England and Wales with company number 07656715. **Registered Office:** Oxlip Learning Partnership, Copleston High School, Copleston Road, Ipswich, IP4 5HD

The Governing Board will:

- Ensure compliance with equality legislation.
- Monitor implementation of this policy.
- Promote an inclusive school culture.

Principal

The Principal will:

- Lead implementation of the policy.
- Ensure staff understand their responsibilities.
- Address discriminatory practices and incidents.

Staff

All staff will:

- Act as positive role models.
- Treat all individuals fairly and consistently.
- Challenge discrimination whenever it occurs.
- Promote inclusive practice in teaching and learning.

Pupils

Pupils are expected to:

- Respect others.
- Celebrate diversity.
- Challenge bullying and discrimination by reporting concerns to an adult.

Monitoring and Review

The school will monitor:

- Pupil achievement.
- Attendance.
- Behaviour and exclusion data.
- Participation in wider opportunities.
- Recruitment and staffing practices.
- Equality-related incidents and complaints.

This policy will be reviewed every three years or sooner if legislation changes.

Linked Policies

T: Ipswich Campus 01473 277243 / Mid-Suffolk Campus 01449 742422 E: mail@oxlip.uk www.oxlip.uk

Oxlip Learning Partnership is a Private Limited Company by guarantee without share capital use of 'Limited' exemption registered in England and Wales with company number 07656715. **Registered Office:** Oxlip Learning Partnership, Copleston High School, Copleston Road, Ipswich, IP4 5HD

- Equality Information and Objectives Statement
- Accessibility Plan
- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy
- Child Protection and Safeguarding Policy
- Staff Code of Conduct
- Recruitment and Selection Policy