



# St Nicholas Priory CE VA Primary School

## Equal Opportunities Policy

'I did not come to be served but to serve.' Matthew 20.28

Our vision applied to the Equality Act 2010

We aim to welcome and celebrate the diversity of all God's children and provide a safe, caring space in which they can achieve their best academically, spiritually and pastorally whilst also learning to serve others.

As a Church School, we have caring and inclusion for all, at the forefront of all our policies. Our ethos, along with our firm commitment to British Values; democracy; the rule of law; individual liberty; and mutual respect for and tolerance of those with different faiths and beliefs and for those without faith, underpins our belief for equality for all, children, staff and the wider community.

St Nicholas Priory embraces The Equality Act 2010 to eliminate discrimination by advancing equality of opportunity and foster good relations within the school. We also aim to promote these values across the wider community.

We fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against, and are given equality of opportunity.

We strive to main equal opportunities to all, and to eradicate discrimination, harassment or victimisation on the grounds of prejudice. Protected categories include:

Age;  
Disability;  
Race, colour, nationality, ethnic or national origin;  
Sex (including transgender);  
Gender reassignment;  
Maternity and pregnancy;  
Religion and belief;  
Sexual orientation; and  
Marriage and civil partnership including same sex partnerships (for employees).

Discrimination by children is addressed in our Behaviour Management Policy and Racist Incident Policy. Staff have been made aware of their duties under the act.

We find that any discrimination against a child based on the actions of their parents or siblings is unacceptable within our community.

We endeavour to make all reasonable adjustments for children to put them on a more level footing with pupils without disabilities

As a Church of England school we reserve the right to arrange visits for pupils to sites of particular interest to our own faith, such as to the Minster for services celebrating the Christian faith.

Name ..... Date: 11<sup>th</sup> February 2019

Signature .....

(On behalf of the Governing Body)

Headteacher..... Date .....

Next review date: November 2021

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