



# Equal Opportunities Policy

## 1. Policy Statement

### 1.1 Purpose

This Equal Opportunities Policy aims to prevent all forms of discrimination and to ensure equality of opportunity for all members of the Willow Tree community. This policy supports our values of inclusion and respect, ensuring that no one is discriminated against due to their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

### 1.2 Commitment

Willow Tree Community Classroom is committed to:

- Promoting equality of opportunity.
- Eliminating discrimination and harassment.
- Fostering good relations within our community.
- Observing practices that promote dignity, equality, and respect to all.

## 2. Scope

### 2.1 Staff and Learners

This policy is applicable to all staff, learners, parents, volunteers, and third parties who engage with the school.

### 2.2 Areas of Impact

The policy influences all aspects of learning life, including:

- Admissions and transfers.
- Employment and career development.
- Classroom teaching and other learning opportunities.
- Participation in learning activities or events.



## **3. Legal Framework**

### **3.1 Relevant Legislation**

This policy operates within the legislative framework provided by, but not limited to, the Equality Act 2010, which protects people from discrimination.

## **4. Objectives**

### **4.1 Eliminating Discrimination**

The school endeavours to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics.
- Take steps to meet the needs of individuals from protected groups where these are different from the needs of other individuals.

### **4.2 Advancing Equality of Opportunity**

Measures include:

- Using data and evidence to inform actions.
- Assessing impacts of our policies on different learner groups.
- Making decisions that promote equality and diversity.

### **4.3 Fostering Good Relations**

Our strategy focuses on:

- Encouraging understanding and appreciation for diversity.
- Organising activities that promote interaction between all groups within the community.
- Curricular content that reflects diverse cultures and traditions.



## **5. Implementation**

### **5.1 Responsibility**

- Willow Tree Community Classroom holds overall responsibility for ensuring this policy is implemented.
- Abbey Curtis will ensure all staff know their responsibilities and receive appropriate training and support.

### **5.2 Training and Awareness**

- Regular training will be provided for all staff on equality and diversity issues.
- New staff will receive training as part of their induction process.
- Ongoing support to understand and enhance diversity.

## **6. Monitoring and Evaluation**

### **6.1 Regular Review**

This policy is reviewed annually to ensure its effectiveness. Reviews are conducted by Willow Tree.

### **6.2 Data Collection**

Willow Tree will collect and analyse data on outcomes for various groups and evaluate the effectiveness of relevant policies and practices.

## **7. Actions to Address Inequality**

### **7.1 Identification and Assessment**

Regular assessments will identify barriers to equality and diversity within the learning community, through surveys, feedback mechanisms and audits.

### **7.2 Specific Actions**

Action plans developed from assessments will specify how identified issues are addressed, assigning responsibilities and timelines.



## **8. Complaints Procedure**

### **8.1 Making a Complaint**

Anyone who experiences or witnesses unlawful discrimination is encouraged to report it according to the procedures outlined in our Complaints Policy.

### **8.2 Handling Complaints**

Complaints about discrimination will be treated with confidentiality, seriousness, and respect, and will be promptly investigated.

## **9. Links to other Policies**

### **9.1 Related Policies**

This policy links to:

- Safeguarding Policy
- Anti-bullying Policy
- SEND Policy
- Accessibility Plan

Each of these policies contributes to Willow Tree's commitment to promoting equality and diversity within our learning community.