

Sallygate School

Equal Opportunities Policy

Date Agreed: September 2016

Date of next Review: September 2017

Headteacher signature:

Management Committee Chair signature:

**All staff must have access to this policy, and sign to confirm that they have read,
understood and will adhere to its contents.**

Sallygate Equal Opportunities Policy

Background/Philosophy

Sallygate sees itself as an independent school providing child care services to a multi-racial society. As such we view society as being made up of people of many different ethnic and gender groups, racial origins, different religions, affiliations, cultural traditions (including language) and sexual orientation. The provision of all services provided by Sallygate School through each and every member of staff at all times calls for awareness, sensitivity and understanding of the basic principles of Equal Opportunities and equally as important, understanding of the effects of prejudice, discrimination and denial of equal opportunities to all persons.

Legal Framework

As service providers, professional carers, employees and individual persons, we operate within certain legal and regulatory frameworks. Our Code of Practice and Policy Statement is Sallygate School translation of this legal framework into good practice. Our policy is therefore built on and an extension of the following:

The Children Act 1989 — In particular, Section 22(5)c, which states unequivocally that providers shall give due consideration to the “religious persuasion, racial origins and cultural and linguistic background of all children looked after by the local authority”. Further, it details a wider duty “to consider racial groups to which children in need belong” and enjoins us more specifically to look at the provision of appropriate day care facilities.

Race Relation Act 1976 — In particular, Section 71 which places a statutory duty upon providers to make appropriate arrangements to ensure that its various functions are carried out with due regard to the need to eliminate unlawful discrimination and to promote equality of opportunity and good relations between people of different racial groups.

Mental Health Act 1983 and its Code of Practice — In particular, Section 1(3) of the Act and Section 2(6) of the Code of Practice

Sex Discrimination Act 1975 — as amended by the Sex Discrimination Act, 1986 — the general rule is that anyone who is concerned with the provision of goods, facilities or services to the public or a section of the public, must do so without discrimination on grounds of sex. Section 7(2) (a) to (h) — Sex Discrimination is allowed where a person’s sex is a Genuine Occupational Qualification (GOQ) for the job.

Disabled Persons (Employment) Acts 1944 & 1958 — Imposes obligations on employers with regard to the employment of disabled people.

Rehabilitation of Offenders Act 1974/76 enables some criminal convictions to become ‘spent’ after the rehabilitation period.

Equal Pay Act 1970 — Ensures equal pay for men and women engaged in comparable tasks.

As service providers and contracted agents of the local authority, we aim to incorporate legislation guidance, regulations and the authority's codes of practices to produce good practice in our own organisation.

Policy Statement

Sallygate School has adopted this Policy and Code of Practice because it endorses the fact that the key to effect change in Equal Opportunities in Service Provisions rest not in good intentions, but in action. The intention is to ensure that no resident, service user, their family, employee or job applicant, will receive less favourable treatment, care or service on the grounds of gender, age, race, ethnic origin, sexual orientation, disability, marital status, family responsibility or religious beliefs or is disadvantaged by conditions or requirements which cannot be seen to be justifiable.

Code of Practice:

Responsibilities of all staff within Sallygate School

In keeping with the above policy, all individuals:

- Should ensure equality of opportunity for all
- Should report immediately to the Proprietor or Manager any apparent breaches of this policy
- Should co-operate in measures introduced by management to ensure equal opportunity and non-discrimination
- Should not allow discrimination by themselves or other in matters such as decisions on placements, care plans, reviews, recruitment, selection or training
- Should not subject a young person, their family or a colleague to behaviour (whether malicious or thoughtless) which offends, insults, hurts or puts them at a disadvantage through discriminatory actions or behaviours
- Should not harass, abuse or intimidate any young person or colleague
- Should ensure that all practical measures are taken to meet the cultural, religious, linguistic and other needs of children in your care, especially in the provision on appropriate skin and hair care as well as dietary provisions
- Should at all times ensure that each young person and their wider network is positively reinforced, respected and valued.
- Individuals should identify gaps in training and service provision and actively encourage change
- Should ensure that as professionals they have a working knowledge of legislation, policy and appropriate child care principles.

Responsibility of Sallygate School Management:

- Management will treat all grievances seriously and will promote action concerning discrimination, victimisation, harassment and poor child care practices
- Management will not treat lightly or ignore grievances from individual children, families or staff members in the assumption they are oversensitive
- Proven acts of victimisation, harassment and unacceptable child care practice will result in disciplinary action
- The above will also apply to employees who attempt to induce other workers to discriminate, victimise or harass
- Sallygate School management will, in conjunction with care staff, ensure that no resident experiences, bullying, discrimination, victimisation or other unacceptable behaviour from fellow residents
- Management will actively ensure that all children in our care are encouraged to understand and respect other cultural, racial, religious, linguistic, gender and sexual perspectives
- Management will be responsible for ensuring that shortfalls in knowledge and expertise are promptly rectified by bringing in outside knowledge and promoting Equal Opportunities Training

Failure by staff and management to comply with this Code of Practice and Equal Opportunities Policy is a disciplinary offence and will always be treated as such.