



# Longwood

## School and Nursery

### **“Longwoodese – A Language We All Speak”**

Promoting

- Enthusiasm
- Experience
- Expertise
- Emotional Intelligence and Wellbeing
- Environment

## **Equal Opportunities Policy**

Agreed: May 2019

Reviewed: July 2020

Next review due: July 2022

## EQUAL OPPORTUNITIES POLICY

### The Equality Act 2010

The Equality Act 2010 protects people from discrimination, harassment and victimisation. It makes it illegal to exclude, discriminate against, harass or victimise people because they have particular characteristics.

#### Protected characteristics

"Protected characteristics" are characteristics that make people more likely to face discrimination, harassment or victimisation. Under the Equality Act, it is illegal to discriminate against, harass or victimise people because of:

age  
being or becoming a transgender person  
being married or in a civil partnership  
being pregnant or having a child  
disability  
race including colour, nationality, ethnic or national origin  
religion, belief or lack of religion/belief  
sex  
sexual orientation

In particular, it is unlawful to exclude people from Longwood or from using services provided because of their protected characteristic.

**Positive action** - The only circumstance in which people can be treated differently because of a protected characteristic is if we are doing something intentionally to improve things for them and make them less likely to experience disadvantage and discrimination.

**Indirect discrimination** - Indirect discrimination is if something is done which applies to everyone, but *disadvantages* some people more than others.

**Discrimination** - This is when a person is treated less well than another person because of a protected characteristic.

**Harassment** - Harassment is unwanted behaviour towards someone because of a protected characteristic.

Longwood is committed to an equal opportunities policy which seeks to ensure that any potential or existing person / child participating at Longwood is treated equally, irrespective of their Protected Characteristics.

It is the responsibility of the management and its employees to establish and maintain equality of opportunity in employment. Special regard will be given in recruitment and selection, training, assessment and access to permanent employment. Discriminatory practices are unlawful and as such, appropriate action may be taken under the disciplinary procedures as set out in the schedule of the Longwood Contract of Employment for all employees. The Staff Code of Conduct must be followed. The civil, political, social and human rights of individuals may be violated by various forms of inequality.

It is the responsibility of all participating at Longwood including the management, employees and parents to help to eliminate discrimination. Any acts of discrimination should be reported to the Head teacher or a Nursery Manager in person as soon as possible.

All participating at Longwood must provide and reflect the needs of the children and families from ethnic minority groups. All participating must have knowledge and commitment to treat all the children at Longwood as individuals and with equal concern.

Many participating at Longwood are of differing racial and religious persuasion. Longwood operates an inter-denominational policy where all participating must recognise that each race or religion has equal importance. Those participating at Longwood strive to bring a broad selection of cultural events and festivals into the curriculum and activities of all children at Longwood. Family / parental and community involvement is encouraged. In doing so, we strive to promote the spiritual, moral, cultural, mental and physical development of all children at Longwood.