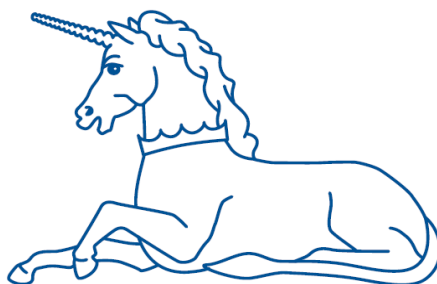


The



UNICORN SCHOOL

EQUAL OPPORTUNITIES POLICY

This policy applies to all children at Unicorn School, including those in the EYFS.

The Equality & Diversity Officer is: The Head

This Policy links to the Accessibility Plan, Special Educational Needs Policy and Inclusion Statement, Safer Recruitment Policy.

RESPONSIBILITY

Staff Member:
SENCO

Polly Fraley (Head)
Nicola Simons

Last Reviewed:
Next Review:

March 2026
March 2027

EQUAL OPPORTUNITIES POLICY

This policy applies to all children/staff at Unicorn School, including those in the EYFS.

See also, Accessibility Plan, Special Educational Needs Policy, Inclusion Statement and Safer Recruitment Policy, and the School Development Plan.

This policy is written with regard to:
Equality Act 2020
DFE guidance on political impartiality

Introduction

Unicorn School recognises the value of diverse environments and strives to promote a culture in which all members of the Unicorn community are welcomed and supported to fulfil their potential.

We are committed to an ethos and culture of inclusion for all in the Unicorn community irrespective of age, disability, gender reassignment, race, religion or belief, sexual orientation, marriage and civil partnership, pregnancy and maternity (also known as the protected characteristics under the Equality Act 2010)

We have fundamental British values at the heart of our ethos at Unicorn School and promote:

Democracy

The rule of law

Individual liberty

Mutual respect and tolerance of those with different faiths and beliefs

It is our belief that diversity, equality and inclusion is central to all our policies.

Children:

- At Unicorn all children are offered equal opportunities in all aspects of school life whatever their race, gender, ability, or background. The children are encouraged to achieve their full potential in all curriculum areas and to develop positive attitudes, which will foster self-esteem and confidence. The intention is that children will develop tolerance and understanding with respect for the rights, beliefs and views of others.
- All members of the school community are recognised as individuals with their rights, values and beliefs respected.
- Unicorn takes reasonable steps to avoid putting disabled people at a substantial disadvantage and endeavour to remove barriers for pupils and colleagues where these exist.
- As part of their learning in many curriculum areas, children will gain insights into the origins and practices of their own cultures and an awareness and understanding of our multicultural society in Britain today. We encourage our children to respect and value diversity within society, show respect for and appreciation of their own and other cultures and demonstrate sensitivity and tolerance to those from different traditions and backgrounds.
- Long-term plans of all subjects and assembly schedule will be regularly reviewed by the Head to ensure that difference and diversity is celebrated in the classroom and across the School.
- Children are to be taught to distinguish right from wrong, understand and respect systems of rules and laws and accept responsibility for their own behaviour including towards others.

- Classes elect a 'Smiley Person' each term. The group, as a whole, has a remit of promoting inclusivity. At the end of each term the Smiley people nominate a child for the 'Including Others' prize at prize giving.
- Any behaviour which includes prejudicial harassment, is unacceptable and, while there may be little evidence of this at Unicorn, all staff are vigilant and would take action should any incidents of this nature occur. Such action would follow the policy for anti-bullying under pastoral care. Any incidents would be logged on CPOMS – our safeguarding software.

Staff:

- Unicorn commits to encouraging equality, diversity and inclusion in the work place as they are good practice and make good business sense.
- Unicorn takes seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the school's activities.

All decisions concerning staff will be based on merit (apart from in any necessary and limited exceptions allowed under the Equality Act)

- Any specific incidents of racist or sexist behaviour will be investigated thoroughly and logged on SCR tracker
- The school commits to reviewing employment practices and procedures when necessary to ensure fairness and will update the policy to take account of the law.

Initiatives around Equality, Diversity and Inclusion

School Development plan (2022-27) has as one of the three strategic priorities:

Putting social responsibility, diversity and inclusivity and kindness at the heart of our school community. This will include supporting our local charities, community projects and committing to understand and support the UN's Sustainable Development Goals.

Comprehensive curriculum review across all subjects with particular reference to increasing the children's knowledge around our diverse society. For instance, a topic of Migration has been added to the UV curriculum with a focus on the Windrush crossings.

Displays are monitored to ensure they celebrate our diverse community.

Expansion of books in the library with authors or subject matter reflecting our diverse society.

Arts Week themes for instance 'Come back to Colour' focusing on Black Artists including Alma Thomas, Faith Ringgold, Labaina Himid, Frank Bowling and Chris Ofili, 'Madagascar,' and 'Reflections'.

Our 'composer of the month' features composers from a range of countries or cultures.

Robust assembly schedule with themes such as celebrating diversity, refugees, kindness, tolerance, festivals around the world.

Parents and children are encouraged and welcomed to talk to classes or assembly about their own cultural traditions.

Support and information for parents of children with coffee mornings twice a term featuring a speaker on aspects of SEND such as neuro diversity.

Introduction of Makaton into Early Years and beyond.

Smiley people award for 'Including Others' in end of term prize list.