Tidbury Green School
Dickens Heath Road
Tidbury Green
Solihull
B90 1QW

Policy Name

Equal Opportunities

Date of Review

Summer Term 2026

Next Review Date

Summer Term 2028

Agreed by Governors

July 2026

Date

July 2026

Policy:	Equal Opportunities
People Authorised to make changes to this policy:	• Mrs R Fitter • Miss E Morgan
Committee responsible for approving policy:	Full Governing Body

Questions for the reviewer of this policy:	
Does this policy comply with statutory requirements and is relevant legislation and guidance referenced in the policy?	**Yes**
Does the policy reflect current evidence-based good practice?	**Yes**
Is the policy consistent with the vision and ethos of the school?	**Yes**
Does the policy reflect current practice in the school?	**Yes**

Introduction

Tidbury Green School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. We offer a broad and balanced curriculum, and have high expectations of all pupils. The achievements, attitudes and well-being of all our pupils matter. This policy is intended to help to ensure that this school promotes the individuality of all pupils and their families, irrespective of protected characteristics, background or individual circumstances, and is outlined in accordance with The Equal Opportunities Policies Statement (see Appendix 1).

We are committed to creating a welcoming, inclusive and respectful environment where diversity is valued and celebrated. We recognise that every individual brings unique strengths, experiences and perspectives to our school community. We want every pupil, member of staff, parent, carer and visitor to feel safe, respected, included and able to achieve their full potential.

This policy accords with legislation:

- Equality Act 2010
- SEND Code of Practice 2015 (where appropriate)
- Human Rights Act 1998
- Keeping Children Safe in Education (current version)

Aims and objectives

Our approach to equality is based on the following key principles:

1. We recognise and respect difference

2. We develop positive attitudes and relationships and a shared sense of community and belonging through our THINK Values, especially 'Together Stronger'.

3. We observe good equalities practice in staff recruitment, retention and development.

4. We aim to reduce and remove inequalities and barriers that may exist.

5. We have the highest expectations for all of our children.

Accessibility

Tidbury Green School is committed to ensuring that disabled pupils, staff, parents/carers and visitors can access the curriculum, physical environment and information as fully as possible. The school maintains an Accessibility Plan, which sets out how access will continue to be improved.

Reasonable Adjustments

Tidbury Green School is committed to making reasonable adjustments to ensure that disabled pupils, staff, parents/carers and visitors are not placed at a substantial disadvantage. We work with families and external agencies where appropriate to ensure individuals can participate fully in school life.

Eliminating Discrimination

We give careful consideration to equality in everything that we do at Tidbury Green School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.

We are committed to equality for all our staff, children and their families to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Ensuring that all children feel safe at school and addressing bullying.
- Reporting, responding to and monitoring all incidents relating to protected characteristics.
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping.
- Providing regular professional development for staff on equality, diversity, inclusion and safeguarding to ensure they understand their responsibilities under the Equality Act 2010.
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success.
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary.
- Ensuring that all pupils have the opportunity to access extra-curricular provision.
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Promoting respect for diversity, equality and inclusion through the curriculum, resources, literature and wider experiences we provide for pupils.

The role of Governors

The governing body is committed to equal opportunities, and it will continue to ensure that all members of the school community are treated both fairly and equally.

The governing body is informed of school data and pupil progress towards end of year targets. They check that all pupils are making the best possible progress, and that no group of pupils is underachieving. To do this, they monitor attendance, attainment, exclusions and parents' and pupils' questionnaires.

The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. Also ensuring that all pupil applications to join the school are welcomed.

The governors take all reasonable steps to ensure that the school environment is welcoming to all, including those with disabilities.

The governing body ensures that no pupil is discriminated against whilst in our school on account of any protected characteristics.

The role of the Head Teacher

The Headteacher is responsible for implementing the school's Equal Opportunities Policy and is supported by the Governing Body in fulfilling this responsibility.

The Headteacher will:

- ensure that all staff are aware of the policy and apply it consistently and fairly in all aspects of school life
- ensure that recruitment and appointment processes give due regard to equality legislation and that no applicant is discriminated against
- promote equality, diversity and inclusion through the curriculum, staff training and the wider life of the school
- foster a culture of respect, inclusion and positive relationships across the school community
- ensure that any incidents of unfair treatment, discrimination, harassment or prejudice are taken seriously, recorded appropriately and addressed promptly in line with school policies

The role of Class Teachers

Class teachers ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any pupil.

Teachers select inclusive resources which positively reflect the diversity of modern Britain and challenge stereotypes wherever appropriate.

We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we approach sensitive issues.

All of our teachers and support staff challenge any incidences of prejudice or discrimination and reports them to the head teacher who records them appropriately.

Monitoring and review

It is the responsibility of our governing body to monitor the effectiveness of this policy. The governors will therefore:

- monitor the attainment, progress and outcomes of pupils with protected characteristics and other vulnerable groups to identify and address any emerging gaps.

- monitor the staff appointment process, so that no one applying for a post at this school is discriminated against;
- require the head teacher to report to governors annually on the effectiveness of this policy in the head teacher's report;
- take into serious consideration any complaints from parents/carers, staff or pupils regarding equal opportunity;
- monitor the school's behaviour policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.

This policy will be reviewed by the governing body every two years, or earlier if it is considered necessary.

Appendix One

Solihull Local Authority Equal Opportunities Policy Statement

1. Introduction

The Council recognises that equality of opportunity is essential to the success of the organisation both in terms of service delivery, our role as an employer and our role as a community leader. The borough's increasingly diverse community is one of our greatest assets, and all members of our community should have an equal chance to contribute to, and benefit from, society.

The Council recognises that in order to bring about change we must seek to ensure that equality issues are mainstreamed into our work that includes shaping policy, and delivering services.

We know we can only achieve our aims and narrow the gap of inequality by working closely with our partners and the community and voluntary sector who work with diverse or vulnerable communities in the borough.

We will listen to and engage with local people at every opportunity: our plans must be informed by peoples' experiences of living, working, studying and visiting the borough.

2. What this policy means

Within the policy statement it explains:

- the council's commitment to Equality and our legal responsibility
- how we will make our services more accessible to all
- the actions we will take to ensure that we are effectively managing equality and diversity
- how we will monitor and review the policy statement to ensure that we do what we say.

3. Our commitment to equality

The purpose of this statement is to provide a framework to demonstrate how we will meet our legal, moral and social responsibilities on equality.

We are committed to promoting equality of opportunity and equality of access that is free from discrimination, prejudice, harm, stereotyping, harassment, victimisation, and any other form of discrimination.

Under the Equality Act 2010, we have a duty as a public body to ensure that we play our part in making society fairer by tackling discrimination and providing equality of opportunity for all. This is referred to as the 'public sector equality duty'.

The Act has three aims, to have 'due regard' to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

Having 'due regard' means consciously thinking about the three aims of the Act and giving consideration to equality issues that influence the decisions reached by public bodies – in how we act as employers; how we develop, evaluate and review policies; how we design, deliver and evaluate services, and how we commission and procure from others.

The nine protected characteristics referred to in the Act are - age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex/ gender and sexual orientation.

We also have specific duties to publish information on the equality aspects of:

- the services we provide,
- our role as an employer and make up of our workforce
- the equality objective(s) we set ourselves to ensure greater compliance
- with our responsibilities under the Equality Act.

Any form of behaviour that discriminates against individuals or groups of people will not be tolerated. We recognise that people also experience discrimination or disadvantage because of other characteristics and factors that include political beliefs, trade union status, criminal record, employment status, migration status, social class, home address, culture, language, HIV status, or responsibility for dependents, and we will work to minimise discrimination in any form.

The equality duty supports good decision-making and encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meets diverse needs.

We recognise that 'equality' does not necessarily mean treating everyone the same. Delivering equal opportunities may involve adjustments for some individuals or groups of people to ensure that they are protected from discrimination and have equal access to the Council services they require and employment opportunities. We will lead by example and promote equality and

diversity, and proactively challenge prejudice, discrimination and harassment through:

3.1 Employment

As one of the largest employers in the borough, the Council will:

• Demonstrate our commitment to equality in all aspects of employment, including recruitment, career development, pay, training, promotion and welfare

• Monitor and report our workforce and take positive action with a view to ensuring that our workforce at all levels reflects the communities it serves

• Inform all employees of this Statement and of their rights to protection from discrimination, harassment or victimisation

• Manage complaints of discrimination, bullying and/or harassment under the Council's Dignity at Work Policy which may result in disciplinary action being taken

• Ensure employees attend agreed training programmes

• Promote flexible working policies and practices

3.2 Service Delivery

The Council provides services both directly and by working with other organisations. It will promote equality of opportunity for local people by:

• Providing accessible information about the services available to them

• Undertaking assessments to determine if there is any impact for equalities on its policies and activities

• Delivering services in ways which are appropriate to service user needs and, whenever possible, removing barriers which may deny access

• Using its powers to ensure that organisations providing services on its behalf operate in accordance with the aims of this Statement

• Promoting widely the availability of the Council's Complaints system to ensure people know how to raise issues about services

3.3 Information, Consultation & Involvement

Effective information, consultation and involvement are essential to the success of this Statement. The Council will therefore:

• Inform, consult and involve a wide range of people including employees and stakeholders about decisions which affect them so that they can influence policies and practices

• Ensure that people from different backgrounds are able to fully participate in consultation and involvement activities

• Give people a voice by promoting involvement in decision making by strengthening and extending community networks and increasing the confidence in using social media approaches.

3.4 Implementation

To ensure the effectiveness of this Statement, the Council will:

• Set equality objectives and monitor progress against them

• Consider the equality implications of policy and service decisions

• Identify barriers that prevent equal access to services and take measures to address them

• Monitor the composition of its workforce and the take-up of its services and that may include positive action to redress inequalities.

4. Frameworks will we use to implement this statement

Elected Members are responsible for agreeing, scrutinising and overseeing the strategic direction of the Council and ensuring that adequate resources are made available. The Cabinet Member whose portfolio covers Equality will be responsible for monitoring the effectiveness of the statement and for recommending changes and improvements necessary to the Cabinet.

Corporate Leadership Team is responsible for ensuring that our Equal Opportunities Policy Statement is implemented. They are also responsible for

checking the level of progress made in implementing this policy, our published

equality objectives and any associated action plans.

The Directorate Leadership Teams are responsible for implementing the statement in their service areas. They will also make sure there are measurable targets relating to equality and diversity in their performance plans. Directorate Equality and Diversity Group’s where they operate in Directorates, will co-ordinate and direct the work on equality and diversity.

The Head of Equality and Diversity is responsible for providing the strategic advice to the Corporate Leadership Team as well as providing support and guidance across the Council to enable the Equal Opportunities Policy Statement to be implemented.

The Human Resources Division is responsible for leading on equality and diversity issues in employment throughout the Council.

Line Managers are responsible for ensuring that those they manage are made aware of this statement and that it is brought to the attention of all those who join the Council as part of the induction process.

All Employees of the Council are accountable and responsible for taking steps to promote the Equal Opportunities Policy Statement in their day to day work. Although primary responsibility for the policy statement rests with the Council as an employer and provider of services, each employee of the Council has a duty and responsibility to act in accordance with this statement.

Unions and employee network groups have responsibility for representing the views and concerns of employees on equality and diversity issues.

5. Implementation, monitoring and review

The impact of this statement will be subject to monitoring, evaluation and review through our performance monitoring frameworks. This policy statement will be reviewed annually and consulted on as appropriate in the event of any legislative changes.

Information provided by job applicants, employees and service users for monitoring purposes will only be used for these purposes and will be dealt with in accordance with the Data Protection Act 1998.