The Federation of
Great Ellingham and Rocklands Primary Schools

Equality Policy

(Revised Nov 25)

Approved by Governors: 20th November 2025

Signature: *Julie L Dekker* Executive Headteacher

Signature: *Heather Musk* Chair of Governors

To be reviewed : Autumn 2028

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Aims

The Governing Body is committed to equality of opportunity at Great Ellingham Primary School and at Rocklands Primary School (The Federation) in every area of school life. The Governing Body (GB) will take all reasonable steps to ensure equality of opportunity for pupils regardless of gender, race, age, ability, disability or special educational need.
They will promote equality of opportunity between disabled persons and other persons and promote positive attitudes towards disabled persons as set out in their Disability Equality Schemes.
The GB is committed to the development and positive application of procedures aimed at promoting equality of opportunity in employment so that potential and existing employees are not disadvantaged because of any of the protected characteristics as defined in the Equalities Act 2010.

Procedures

1. All pupils will be given full access to the National Curriculum. Staff will endeavour to help all children reach their true potential irrespective of any protected characteristics or special educational need. Staff will put in place support structures and take all reasonable steps to eliminate any barriers to equality.
2. It is the prime concern of the GB to ensure that its statutory responsibilities are fully met in employment equality matters. Within that, it is the policy of the GB to ensure that all staff are selected, trained, and promoted on the basis of the requirements of their post, individual capabilities, and other similar objective and relevant criteria. The sex, marital status, race, ethnic origin, religion, disability, age, or sexual orientation of an applicant or employee will not affect the employment opportunities made available to them except as permitted within the law in terms of paragraphs 4, 5, 6.3 and 6.5 below.
3. The GB has therefore adopted this policy which incorporates the policy and principles agreed by Norfolk County Council (NCC) and supported by its recognised trade unions. The operation of the NCC policy will be reviewed regularly with the appropriate trade unions.
4. It is recognised that the GB may properly discriminate on grounds of gender by virtue of legislation and conditions of employment:

    (a) in providing special rights for women in respect of their pregnancy or confinement;

    (b) with regard to death or retirement (in terms of pensions which are undergoing change by law);

(c) in relation to permitted "positive action" for in-service training.

5. It is further recognised that (as expressly permitted by legislation) it shall be proper for the GB to discriminate on the grounds of sex in the selection of employees for any post where there is a genuine occupational qualification that necessitates the employee being of a specific sex.

6. To ensure disabled people have the same opportunities as others to lead satisfying working lives and to make their full potential contribution to the school, the GB will adopt the following principles:

6.1 Full and fair consideration will be given to disabled people in recruitment.

6.2 Equal opportunities for training, career development and promotion to suitable posts will be made available to disabled staff in the same way as they are to other employees.

6.3 Within their capacity the GB will take steps in so far as is reasonably practicable to provide a suitable working environment for disabled employees.

6.4 All employees will be encouraged to do all within their capabilities to accept disabled colleagues into their working group.

6.5 Wherever possible, and subject to the requirements of the job / service, existing employees who become disabled or whose disability increases will be retained.

6.6 With regard to redundancy, disabled staff will neither be discriminated against unfavourably, nor treated differently from other staff by reason of their disability.

7. All existing staff and applicants for vacant posts will be made aware of the GB's policy and procedures on equal opportunities and will be encouraged to co-operate in ensuring its effective implementation. New staff will receive this information with their particulars of employment.

8. All governors and staff having a responsibility for recruitment shall receive appropriate training and advice on the implementation and fulfilment of the equal opportunities policy and statutory requirements in this area.

9. The Director of Children's Services shall have overall responsibility for developing and reviewing the necessary model policy and procedures for schools in consultation with the Teachers' Associations and the recognised non-teaching staff unions and for promoting their adoption and implementation by the GB.

10. If any employee considers that he or she is suffering from unequal treatment on grounds of a protected characteristic, and unless the alleged discrimination is in relation to a matter listed in paragraphs 4,5, 6.3 and 6.5 of the policy then he or she may make a complaint which will be dealt with through the schools' Grievance Procedure.

Monitoring and review

Any issues or cases where the Federation needs to make exceptional changes to support offered or where there are difficulties in meeting the requirements for equality should be brought to the attention of the Executive Head (for pupils) and the Resources Committee (for staff and buildings access issues) of the GB. Progress with the disability equality scheme should be reported to the GB.