

Policy Title: **Equal Opportunities Policy
(including Racial Equality and
Cultural Diversity)**

Mortimer



Leader: **Mr S Hignett**

Reviewed: **Sept 2026**

At Mortimer Community College we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the school community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. Our school community consists of a diverse range of people – employees, visitors, students and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

Aims

We want to foster mutual tolerance and our aim is for everyone to feel valued within the school.

In accordance with the Equality Act 2010 and the Public Sector Equality Duty, the school has due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different groups.

By actively promoting equality of opportunity and not discriminating unlawfully, either directly or indirectly, on the grounds of disability, race, religion or belief, sex, sexual orientation, gender reassignment, pregnancy or maternity, the school can ensure that:

- Students have opportunities to achieve their potential
- Expectations of students are high
- Students are prepared for life in a diverse and multi-ethnic society
- Students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these
- It has a positive ethos and environment
- Racist and discriminatory incidents are dealt with effectively
- Inclusion issues are taken seriously and are considered in all aspects of school life
- Equal Opportunities

All students and adults within the school have a right to be treated with respect. This includes a right to:

- Study, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abusive language
- Respect for their gender, race and age
- Respect and freedom from discrimination, harassment and victimisation
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to course access, recruitment, access to extra-curricular activities, work experience
- Students and adults within school are encouraged to challenge any inappropriate behaviour or comments.

Support

Support is available for students from their Form Tutor, Head of Year, or any trusted adult.

The School Nurse and other outside agencies may support students as appropriate.

Policy for racial equality and cultural diversity

The curriculum of Mortimer Community College will incorporate multi-faith teaching and learning about other cultures. This universal approach may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures.

Racist language and behaviour will not be tolerated. All incidents will be recorded and parents notified. Racist incidents will be dealt with in accordance with the school's Behaviour Policy, with appropriate sanctions determined according to the circumstances and seriousness of the incident.

Mortimer Community College welcomes its duties under the Equality Act 2010. We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination

In order to achieve these criteria we are guided by the following principles:

- Every student should have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- Every student should develop the knowledge, understanding and skills that they need in order to participate positively in modern Britain and in the wider context of a diverse and interdependent world.
- Every student should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being.

These principles apply to the full range of our policies and practices, including those which are concerned with:

- Students' progress, attainment and assessment
- Behaviour, discipline and exclusions
- Students' personal development and pastoral care
- Admissions and attendance
- The curriculum content
- Staff recruitment and professional development
- Partnership with parents and communities

The school is opposed to all forms of prejudice including racism, sexism and xenophobia. This includes prejudice which is directed towards religious groups and particular communities, for example, Islamophobia, travellers, refugees and asylum-seekers. The school hopes through education and knowledge to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist/sexist jokes will be regarded as any other form of bullying and dealt with as such.

The issues are also addressed regularly in assemblies that follow a different theme each week and the school provides a mentoring and counselling service for anyone affected by equality issues.

The school can also call on specialist support through arrangements with the Local Authority – both with their staff and through their connections with people who have special knowledge which can inform the school's approach, such as disability equality groups and other relevant special interest organisations.

Religious Observance

We respect the religious beliefs and practices of all staff, students and their parents, and will comply with all reasonable requests relating to religious observance and practice.

The Dress Code

The school's uniform and dress requirements are applied fairly and consistently, having due regard to the Equality Act 2010. Reasonable adjustments will be considered where appropriate, including in relation to disability and religious observance. Further details are contained within the school's Behaviour and Uniform policies.

The Pastoral Team and SLT will support students in meeting the school's uniform and dress requirements. Where a student is not appropriately dressed, the school may provide suitable uniform or clothing from its uniform bar, or parents/carers may be contacted and asked to provide appropriate clothing for the student to change into. SLT reserve the right to intervene where clothing is considered inappropriate or does not meet the school's uniform and dress requirements. Where a student refuses to comply with reasonable instructions regarding uniform or dress, this will be dealt with in accordance with the school's Behaviour Policy and may ultimately result in suspension or permanent exclusion. Headgear relating to religious belief may be worn, and reasonable adjustments to dress requirements, including for PE, will be made where appropriate.

Breaches of policy

Breaches of policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Headteacher and the Governing Body.

Responsibilities

The governors' responsibility is to ensure that the school complies with the legislation and that this policy is implemented. This policy will be reviewed at least every two years by the Governing Body.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities by presenting all staff with the updated policy. He is responsible for taking appropriate action in any case of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; challenge racial and cultural bias and stereotyping, and to incorporate principles of equality and diversity into all aspects of their work.