



Dania School Equal Opportunities Policy

Created: January 2013

Reviewed & approved by Board: 26th April 2017 / by Christina Bek Larsen January 2021

Next Review: January 2022

At Dania School we recognise the importance of the **Equality Act 2010**. This replaced and unified all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It aims to ensure that all people (pupils/teachers/parents/family/visitors etc) have equality of opportunity in accessing and experiencing the life of the school. When carrying out our day to day work, we should have regard to the following:

- eliminating discrimination
- advancing equality of opportunity
- foster good relations across all people, whatever their characteristics may be

The Dania School Principals of Equal Opportunity are:

- equal treatment for all children and adults at Dania school
- not to discriminate against anyone on the basis of age, sex, marriage status, wealth, disability, colour, race, nationality, religion or national or ethnic origin.

A person has a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

At Dania School we have three key duties towards disabled pupils:

- it is vital that disabled pupils are not treated less favourably for a reason related to their disability;
- we take proactive steps to and adjustments for disabled pupils, so that they are not at any disadvantage;
- as the school grows, to plan to increase access to education for disabled pupils.

At Dania we strive to ensure that facilities for education are provided without racial or sexual discrimination. We understand that, in education, equal opportunities also means treating pupils lawfully and fairly with full regard to their age, gender, ethnic background, aptitude and any special needs.

The Head teacher and staff at Dania are committed to ensuring that any school practice (including Schemes of Work and their delivery), and individual teacher expectations, reflect this equal opportunity ethos. Standards of behaviour, restrictions on dress and appearance, school rules and disciplinary



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methods will be applied consistently to pupils, regardless of their sex, race or religion.

Our Principles are based on the following Acts which cover Equality of Opportunity in Education: the

- Race Relations Act (RRA)1976 & (Amendment) 2000
- Sex Discrimination Acts (SDA) 1975 and 1986
- Disability Discrimination Act (DDA) 1995
- Disability School Access Plan (DSAP)
- SEN and Disability Act 2001 (amended Part 4 of the Disability Discrimination Act 1995)

Further guidance was issued in September 2012 by the DfE for the DfE Equality Act 2010. These additions concern auxiliary aids and services. The duty relating to provision of these came into force on 1st September 2012. Other relevant documents are listed in the ***Dania School Accessibility Plan***. The DDA and DSAP define a disability as a ‘physical or mental impairment which has a substantial and long-term effect on a person’s ability to carry out normal day-to-day activities.’

We provide access (both physically, e.g. through modifications to the school buildings, where possible, and to the curriculum, e.g. through classroom support, differentiation and modifications to materials and approaches, as considered appropriate) to the school by pupils with disabilities. (See ***Dania School Special Educational Needs Policy*** and ***Dania School Accessibility Plan***).

At Dania we challenge stereotypical views expressed regarding race, gender and disability. Where language is used negatively, for the purpose of insult, even a joke, we will challenge it also. Furthermore, we challenge assertions made which appear to be founded upon personal prejudice. We regard as unacceptable any incident in which a child is teased or otherwise intimidated because of their race, gender or disability.

RELIGION IN THE SCHOOL

We promote the spiritual, moral, cultural and academic development of each student, regardless of race or religious belief.

RELIGIOUS MATTERS ACROSS THE CURRICULUM

We regard as unacceptable, any incident in which a child is teased or otherwise intimidated because of their religious beliefs. At Dania, some children may have beliefs which need to be addressed on an individual basis. This may be through negotiation with the child’s family. For example, issues for negotiation might include elements of Learning to Learn (L2L) and Design Technology (DT) where work on food might be seen as problematic. Others may include texts studied for subjects such as English Literature.

RACE IN THE SCHOOL: MULTICULTURAL ISSUES AND RACISM

These issues are addressed in the ***Dania School Race Equality Policy***.

PREVENT DUTY

Please see Dania School Prevent Duty Policy.



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LANGUAGE IN SCHOOL

Dania aims to provide English and Danish language curricula enabling pupils to seamlessly transfer to and from both the UK and Danish school systems. Dania will provide a high quality recognised curriculum allowing students to advance into further education in their country of choice. Additionally we will cater for the curriculum and language needs of Danish children living in the UK for a fixed number of years.

Written: Mike Papesch: Jan 2013, Revised: March 2017

This policy was adopted on	Signed on behalf of Dania School	Date for review
23/10/19	<i>Christina Bek Larsen</i>	October 2020