



Equal Opportunities Policy

Created: January 2026

Review: January 2027

Copies of all of our policies can be found
in the school office, and online at
rutherfordschool.org.uk

Equal Opportunities Policy

Rutherford School is committed to providing equality of opportunity for all learners, staff, parents, carers, volunteers and visitors. We are committed to creating an inclusive environment where diversity is valued, discrimination is not tolerated, and everyone is treated with dignity and respect.

1. Legal Framework

This policy is informed by the Equality Act 2010 and reflects the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The school also has due regard to the Public Sector Equality Duty.

2. Aims

The school aims to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between different groups
- Promote inclusive practice across all areas of school life

3. Scope

This policy applies to:

- Students and prospective students
- Staff and job applicants
- Parents and carers
- Volunteers, governors and trustees
- Visitors and contractors

4. Responsibilities

The Proprietor/Trustees hold overall responsibility for ensuring compliance with equality legislation. The Headteacher is responsible for implementation, monitoring and reporting. All staff are responsible for promoting equality and challenging discrimination.

5. Curriculum and Learning

The curriculum is designed to be inclusive, accessible and responsive to individual needs. Teaching promotes positive attitudes towards diversity and prepares learners for life in a diverse society.

6. Recruitment and Employment

The school follows fair and transparent recruitment procedures and ensures that no applicant or employee is treated less favourably due to a protected characteristic. Reasonable adjustments are made to support staff and applicants with disabilities.

7. Reasonable Adjustments

The school takes proactive steps to identify and remove barriers to participation. Individualised adjustments are made to support students, staff and visitors where required.

8. Bullying and Harassment

Discriminatory bullying or harassment will not be tolerated. All incidents are taken seriously, recorded and addressed in line with the school's behaviour and safeguarding policies.

9. Complaints

Any concerns relating to equality or discrimination should be raised in line with the school's Complaints Policy.

10. Monitoring and Review

This policy is reviewed annually by the Headteacher and Governing Body to ensure compliance with legislation and effectiveness in practice.