



Etnokultūros ir dramos mokykla *Bitė*  
Lithuanian Ethnoculture & Drama school *Bitė*

## *Equality policies*

Tunstal Children Centre

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2022

## 1. Introduction

This is the Constitution for *Lithuanian Ethoculture and drama Saturday School “Bitė”* (latter – “School”).

Lithuanian School is opened on Saturdays term time only. Classes run for 5 hours (from 10.00am to 3.00pm).

Qualified and experienced teachers and other professionals are working at the school.

## 2. Equal Opportunities for Staff

This section deals with aspects of equal opportunities relating to staff at School “Bitė”.

Equality aspects such as gender, race, disability, sexual orientation, gender re-assignment and faith or religion are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities or re-evaluating staff structures, to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff;
- Continued professional development opportunities for all staff;
- Senior team support to ensure equality of opportunity for all.

There are a number of statutory duties that must be met in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2006).

### DBS

As an organisation using the DBS Disclosure service to assess applicants’ suitability for positions of trust, School “Bite“ complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly.

All documents of applicants will be kept in a separate file while DBS checking continues and must be shredded after it.

The Rehabilitation of Offenders Act 1974 provides that ex-offenders are not required to disclose to prospective employers, convictions defined as ‘spent’ under the Act.

It also makes it illegal for employers to discriminate against an ex offender on the grounds of a spent conviction. In addition to the above, the fact that a person has a spent conviction (as per the Rehabilitation of Offenders Act 1974) will not be grounds for School refusing to engage that person, unless the person is applying for a position involving regular contact with children or young people, or a vulnerable client group to which the Exceptions Order to the Act applies.

Ex-offenders might have a restricted access to personal or any sensitive information.

## 2.1 The role of all staff: teaching and non-teaching

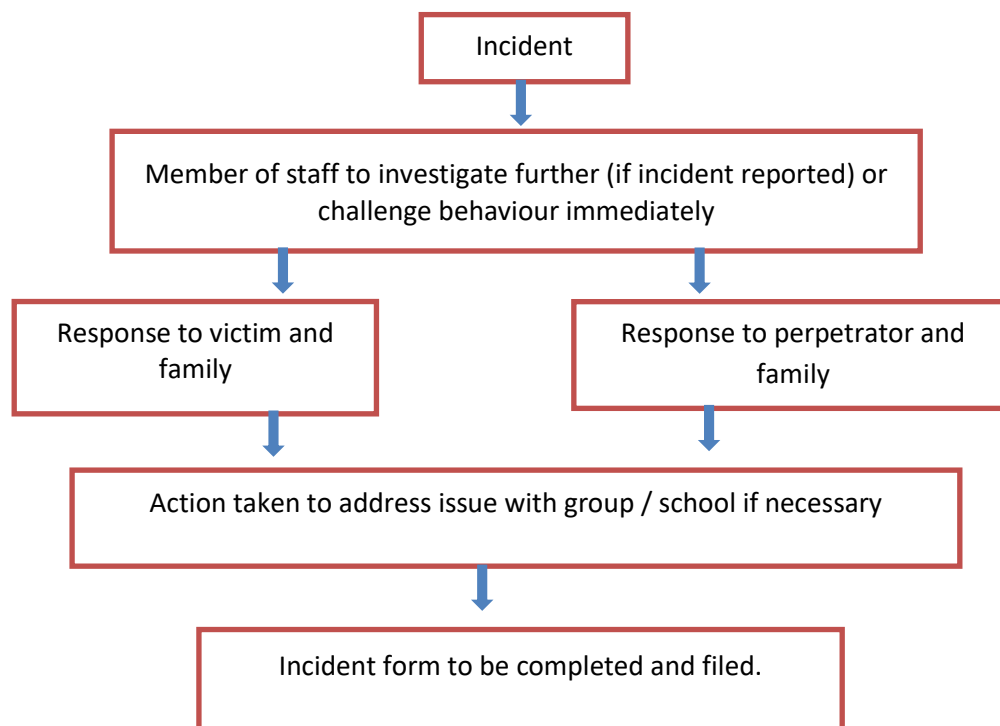
All staff will ensure that all pupils are treated fairly, equally and with respect.

All staff will strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images.

All staff will challenge any incidents of prejudice, racism or homophobia, and record any serious incidents, drawing them to the attention of the head teacher.

Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any discriminatory incidents

### ➤ Respond scheme



### 3. **Inclusion**

School “Bitė” welcome Lithuanian children and children with Lithuanian roots, aged 3-16, mixed gender, with no religious restrictions.

Lithuanian Saturday School is for Lithuanian speaking children to attend to.

✓ **The school will provide:**

- Extra and additional support for pupils who are under-achieving, in order to make progress in their learning and their personal wellbeing, e.g. ensuring that children with visual impairment have accessible texts;
- Additional support for parents of under-achieving children (e.g. reporting progress; discussing needs, strategies);
- Children’s with SEN needs will be met through individualised and differentiated curriculum.