



Friends of Shap School (FoSS)

Equal Opportunities Policy

SHAP ENDOWED CHURCH OF ENGLAND PRIMARY SCHOOL

Approved by:		
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Position:	Head teacher	Chairperson - FoSS
Date:	Spring Term 2026	
Proposed review date:	Spring Term 2027	

REVIEW SHEET

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

Version Number	Version Description	Date of Revision/Reviewed
1	Original	January 2026

Friends of Shap School (FoSS) is committed to providing an inclusive, fair and welcoming Parent–Teacher Association that promotes equality and values diversity.

We ensure that no volunteer, parent, pupil, community member or beneficiary of FoSS fundraising or grant-funded activity is treated less favourably on the grounds of:

- Age
- Disability or additional needs
- Gender or gender identity
- Marriage or civil partnership
- Pregnancy or maternity
- Race or ethnicity
- Religion or belief
- Sexual orientation
- Socio-economic background

FoSS will:

- Promote participation that is open to all
- Ensure events and funded activities are accessible, affordable and non-discriminatory
- Treat all volunteers with respect and fairness
- Provide reasonable adjustments where needed to support inclusion
- Challenge discrimination, stereotyping or exclusionary behaviour
- Work with the school to ensure funded resources benefit the whole community

This policy applies to all FoSS activity including fundraising, volunteering, communications, partnerships and grant-funded projects.

Impact Statement

FoSS actively promotes equality through open membership and decision-making that reflects the whole school community. We design events to be accessible and affordable, offer subsidised or free places where grant funding allows, and ensure activities cater for children and families with a wide range of needs. FoSS works closely with Shap CE School staff and families to remove barriers to participation, increase inclusion, and ensure funded projects deliver broad benefit without bias. Our commitment to fairness helps strengthen community cohesion and ensures every family feels welcome and able to contribute and take part.

Accessibility in Practice

FoSS ensures accessibility by:

- Holding events in step-free, wheelchair-accessible venues wherever possible
- Providing quiet or low-sensory spaces at larger gatherings

- Offering reduced-cost or funded places for families facing financial barriers
- Supporting participation for children with SEND through flexible activity design
- Sharing communications in clear, parent-friendly language and multiple formats if needed
- Considering timing of events to support working families and carers
- Working with the school to ensure equipment and resources funded by grants can be used by all pupils

FoSS regularly reviews its practices to ensure fairness, access and inclusion for all.