



Heaton St. Barnabas' CE (VA) Primary School

Policy For

Equal Opportunities

This policy was approved by Staffing & Finance Committee

On: 24th January 2020

Signed.....

Position: Chair of Staffing & Finance Committee

Aims

Equal Opportunities is the responsibility of the whole school community and must be reflected throughout the organization of the school and be addressed in the taught and hidden curriculum.

All staff, governors, parents/guardians and pupils will be involved in developing, implementing and monitoring the equal opportunities policy and practice.

All staff, governors, parents/guardians and pupils regardless of race, ethnicity, disability, gender and socio-economic background, are welcome and will be encouraged to participate in the life of the school.

The school recognises its responsibilities under the Race Relations Act, Sex Discrimination Act and Disability Discrimination Act to eliminate discrimination and to promote good race relations.

Actions:

Statements of equality dimensions and opportunity will be printed in all relevant school documentation e.g school prospectus, vision statement, policies and in the staff handbook.

All governors, staff and pupils will receive training in relevant aspects of equal opportunities to ensure their ability to actively support this policy.

The school will make all reasonable effort to ensure that meetings are accessible and convenient for all and take into account particular needs and requirements, e.g physical access, child care and interpreter support.

Parents and members of the local community are invited to help in the delivery of the curriculum.

The school will include in its annual report to parents, information concerning the arrangements made for the admission of disabled pupils; the steps taken to prevent disabled pupils from being treated less favourably than other pupils; the facilities provided to assist access to the school by disabled pupils. Progress in this area is documented in the School's S.E.N action plan.

Statement of Inclusion

The school recognises its need to celebrate the diversity that exists within its community and to ensure that all have the opportunity to respond to the expectations and challenges of the curriculum.

What follows are the different areas in which the school will pay particular attention to ensuring that there is Equal Opportunity for all.

Equal Opportunities - Multi-Cultural:

It is our school policy:

- To incorporate a balanced view of the world through a multi-cultural approach.
- To recognise that our pupils are world citizens who will meet a wide variety of cultures throughout their lives.
- To evaluate our practice to ensure that it is not at the expense of indigenous cultures.

Equal Opportunities - Gender

It is our school policy:

- To seek to promote positive attitudes in both children and staff.
- To allow children equal access to opportunities which will equip them for adult life and to achieve challenging expectations.
- To work towards the eradication of sex stereotyping.
- To enable pupils to understand and respect different types of relationships and how individuals prefer to identify themselves.

In order to work towards the eradication of such differences we will ask ourselves the following types of questions when evaluating our practice.

- Are all children able to try out new roles in play and learning activities?
- Are all classroom tasks shared equally between all pupils regardless of gender?
- Do all children get an equal chance to use equipment and resources?
- Do all our displays and teaching aids present a non-sexist attitude?
- Are our responses to negative behaviour the same to all pupils regardless of gender?
- Are men and women from other cultures presented to children in a non-stereotypical way?
- Do all children have equal access to playground space and other play facilities?

Our PHSE and RE curriculum offers a range of opportunities to hold open discussion with regards to gender stereotyping and understanding different relationship situations sensitively to support and encourage children to ask questions and be given answers in an informed and accurate way.

Equal Opportunities - Race:

It is our school policy:

- That no child or adult should be treated in any way differently, or in a derogatory manner, because of their race.
- To challenge racism in the context of a caring school community.

In order to fulfil the above, the following types of behaviour will not be tolerated:

- Provocative behaviour, i.e wearing of any racist badges or insignia.
- The use of verbal abuse or name calling of a racist nature.

- The encouragement of other to behave in a racist manner.
- The ridiculing of an individual for cultural differences.
- The telling of racist jokes or stories.
- The exclusion of others because of their culture, faith, ethnicity or race.

Equal Opportunities - Ability:

It is our school policy:

- To recognise good effort and attitudes regardless of academic achievement.
- To allow all children access to equipment, resources and teacher time regardless of their academic achievements.
- To value all efforts and achievements of children in all areas of the curriculum.

Every child has an entitlement to a positive, helpful learning environment, with carefully planned work which matches individual needs, in order that they may reach their potential.

Equal Opportunities - Physical Disability:

It is our school policy that:

- Children should not be treated in any way differently to others due to their individual physical disabilities and needs.
- A provision should be made for the individual special needs of any disabled children within our school community.
- A physically disabled child has a right to take part in all activities within the school environment in so far as their individual disability allows them to do so.

Monitoring of the policy:

We acknowledge that groups of people have often suffered disadvantage due to prejudice or ignorance. We recognise it is all too easy for the structure of institutions to result in 'inequality by default'. We therefore commit ourselves to take positive steps to examine our policies and practice and to change them where necessary.

The effectiveness of the above policy and our practice will therefore be evaluated every two years. This will be done every two years by the Senior Management Team in consultation with the whole school community.