

St Mary's CE Primary Equal Opportunities Policy January 2016



Reviewed January 2016

Presented to Governors:

Equal Opportunities Policy

(incorporating Race, Disability and Gender Equality policies)

The policy was written in Spring 2016 by the Headteacher and will be reviewed every 4 years, or sooner in light of new legislation.

The policy is approved by the Full Governing Body.

Next review Autumn term 2020.

Introduction

The staff and governors of St Mary's Church of England Primary School aim to enable this school to become an educational environment in which **all** children can thrive with due regard to the rights and preferences of individuals.

At this school we are committed to promoting the principles of equality of opportunity, fairness and justice for all members of the school community through the education we provide and through our policies and procedures. We aim to provide a safe environment for all pupils, staff and visitors, where everyone can feel comfortable and free from fear of harassment, intimidation or discrimination.

Pupils

Within our school community all children are regarded and treated as individuals of equal worth whatever their age, gender, ability, religion or ethnic origin. We promote the welfare of all pupils and guard against stereotyping and restrictive practices which may disadvantage individuals or groups.

In our behaviour towards one another, our curriculum and teaching methods we aim to teach children respect and tolerance towards those who are different in some way from themselves.

Staff

Our Recruitment Policy and Procedures conform to the guidance given by the LA and in line with statutory requirements.

All staff are offered opportunities for professional development to enable them to carry out the responsibilities of their post effectively. The focus for professional development will be identified during the performance management cycle and through school strategic development planning.

Race Equality Policy

All racist incidents are regarded as a serious matter and incidents addressed in line with the Behaviour Policy. Any example of racism by a member of staff will be treated as a serious disciplinary matter and dealt with in accordance with the school's personnel procedures.

Under the Race Relations Act 2000 there is a statutory duty to tackle racial discrimination and the school is committed to this and to encouraging good race relations. The school aims to prepare children for life in a multi-racial society and to encourage appreciation of the benefits that diversity brings.

At St Mary's C of E Primary School we aim to:

1. Eliminate unlawful racial discrimination
2. Promote equal opportunities
3. Promote good relations between people from different racial groups

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour.

The school takes very seriously any allegation of racism. Any incidents are reported and recorded and dealt with according to the school's Behaviour and Anti-bullying policies. The curriculum is the primary source in which an understanding of other races can be communicated. Within our planned curriculum we

- challenge stereotypes as they arise.
- seek out resources that reflect cultural diversity and promote other cultures in a positive way.
- liaise with external services in locating appropriate resources.
- involve people from a diverse range of cultures and nationalities in various activities and roles within the school.
- monitor and analyse data to identify areas of weakness/strength linked to particular groups.
- encourage a spirit of enquiry and the open sharing of experiences and religious beliefs. Children are encouraged to discuss their routines, particularly around times of major celebration.
- respect the needs of members of staff with different faiths, religions and beliefs and will always attempt to accommodate particular requests and requirements at different times of the year.

Disability Equality Policy

- St Mary's C of E Primary School welcomes its duties under the Disability Discrimination (Amendment) Act 2002. The school is committed to promoting disability equality. It is vital that disabled pupils can access the curriculum. At St Mary's C of E Primary School we aim to:
 - Promote equality of opportunity between disabled people and other people.
 - Eliminate discrimination that is unlawful under the Disability Discrimination Act.
 - Eliminate harassment of disabled people that is related to their disability.
 - Promote positive attitudes towards disabled people.
 - Encourage participation by disabled people.
 - Take steps to meet their needs, even if this means they receive more favourable treatment.

We provide a range of additional support, including:

- carrying out a detailed assessment of the pupil's needs to inform action planning.

- intervention groups targeting specific needs additional resources to support learning and develop skills.
- differentiated work.
- support from Teaching Assistants.
- specialist equipment if required.
- working closely with parents, pupils and other professionals including advisory teachers, social workers and educational psychologists in helping to include all pupils.

The school is committed to endeavouring to provide an environment that allows disabled children full access to all areas of learning. In some circumstances teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or modify teaching materials, or offer alternative activities where children are unable to manipulate tools or equipment.

Gender Equality Policy

St Mary's C of E Primary School welcomes its duties under the Sex Discrimination Act 1975. We aim to

- Promote gender equality; and
- Eliminate sex discrimination

All girls and boys at the school should be offered the opportunity to study and participate in the same curriculum activities. Teachers should have equal expectations of the children's ability irrespective of gender. The school will challenge perceptions that promote gender stereotyping.

We recognise that in some subject areas the achievement of one gender is greater than the other. We are committed to seeing all individuals and groups of pupils making the best progress possible at St Mary's Primary School by eliminating gender biased resources and purchasing materials that interest and stimulate all.

Resources

Resources are prepared and selected that are free from gender or cultural bias, where possible. Regular audits of resources help ensure appropriateness and relevance. Where bias is identified, attention will be drawn to this and may be used as a teaching point to promote discussion to challenge.

Monitoring and review

It is the responsibility of our Governing Body to monitor the effectiveness of this policy. The Governors will

- ensure that the equality schemes are written and their impact monitored and evaluated
- monitor the progress of pupils from minority groups, comparing it with the progress made by other pupils in the school;
- monitor the staff appointment process, so that no one applying for a post at this school is discriminated against;
- require the Headteacher to report to Governors annually on the effectiveness of this policy;
- take into serious consideration any complaints from parents, staff or pupils regarding equal opportunity; and
- monitor the school's behaviour policy, and the numbers of exclusions to make sure that pupils from minority groups are not unfairly treated.