

## **BRIZE NORTON PRIMARY SCHOOL EQUAL OPPORTUNITIES POLICY**

### **DEFINITION**

Equal Opportunities is about ensuring that every member of the school community, children, parents, staff and governors, is of equal worth and importance, irrespective of his/her religion, class, lifestyle, culture, race, gender, age, sexuality and or disability. We believe that everyone at school should have a right to equal access and participation in all aspects of school life. Equal value is placed on the differing contributions of everyone to the school community.

### **STATEMENT OF PRINCIPLE**

- Discrimination on the basis of colour, culture, origin, disability or sexual orientation is unacceptable in this school.
- Every pupil and teacher will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for, and appreciation of; each other as individuals.
- All staff will practice an equal opportunities philosophy.
- The school acknowledges the complexity of British society and recognises that it would be failing the pupils if it did not prepare them for their integral part in society.
- The school is committed to emphasising the common elements and values of our multiple cultures rather than highlighting conflicting areas.
- This school will encourage involvement of the wider community in developing equal opportunities education.

The primary objective of this school will therefore be to educate, develop and prepare all our pupils, whatever their sex, religion, colour, culture, origin or ability, for life in Britain.

### **AIMS**

We see our first task as equipping pupils with awareness of an increasingly diverse society and of presenting the world as it is and as we would like it to be. On these foundations pupils will develop their own attitudes to a pluralistic society. In addition we aim to:

- contribute towards raising self-esteem;
- allow equal access for all children to all aspects of the curriculum ;
- challenge negative stereotypes;
- promote positive attitudes to gender equality.

As few children from ethnic minorities attend our school it is important to develop an understanding and tolerance of people from different races and cultures.

### **PRACTICE**

#### **The Learning Environment**

We aim for our learning environment to acknowledge and reflect that Britain is a multicultural society. We accept that members of the school come from different backgrounds and we endeavour to foster an atmosphere of mutual respect.

#### **The Playground**

In the playground we cater for a wide range of activities - team & individual, quiet and active. We provide for pupils with emotional and behaviour difficulties. We will assess the needs of individuals with physical disabilities if and when the need arises.

#### **Curriculum**

We are committed to providing a broad and balanced curriculum which avoids stereotyping. All

children should experience every area of the curriculum regardless of their gender or ability. We try to ensure that teachers allocate their time fairly between the sexes. Our books and resources are reviewed regularly to ensure that they reflect the multicultural society in which we live.

### **Extra curricular**

All children are offered the opportunity to participate in a wide variety of extra curricular activities e.g. after school clubs and visits. Opportunities are always planned to include all children.

### **Admissions**

The school follows the County admissions policy, which does not permit sex, race, religion, colour or ability to be used as criteria for admission. All admissions are handled by the County Admissions Department.

### **Assessment and Achievement**

Children are grouped using a variety of criteria, in order to truly reflect each child's achievements and needs. We recognise that labelling children has a detrimental effect on their self image and we avoid stereotypical assumptions.

### **Harassment and Discrimination**

We aim to have open and frank discussions with children about combating racism, sexism and discrimination on grounds of disability or culture. Any reported incidents are taken seriously and appropriate measures taken which include discussions with children, and/or teachers and parents. Any incidents of racial harassment are reported in the Headteacher's termly report to Governors and are logged in an incident log, kept in the School Office.

### **Staff, Parents and Governors**

All members of the school should be aware of the Equal Opportunities Policy. This includes pupils, staff governors and parents.

We will take every opportunity to make all parents feel welcome and comfortable whenever they visit the school.

We accept in full the OCC policy statement entitled "Equal Opportunity in Employment". Staff development in school will be based on good equal opportunities practice. In all staff appointments the best candidate will be appointed based on strict professional criteria. The Governors' Equal Opportunities statement is as follows: **"Our school is working towards good equal opportunities practices; applications for jobs are welcome from all sections of the community, and candidates will be considered solely on their professional suitability for the post."**

### **Related Policies**

- Gender Equality Policy and Scheme
- Racial Equality Policy
- Disability Equality Policy and Scheme
- Inclusion/SEN Policy

### **MONITORING AND EVALUATION**

The headteacher will monitor practice and together with staff will endeavour to ensure that resources support our policy. Monitoring will be against legal requirements. The headteacher will report to the governing body and our policy will be reviewed on an annual basis.