

Burchetts Green CE Infant School

Whole School Equal Opportunities Policy

“People working with young children should value and respect the different racial origins, religions, cultures and languages in a multi-racial society, so that each child is valued as an individual without racial or gender stereo-typing.”

The Children Act 1989

BACKGROUND

The essence of equal opportunities is that individuals should be judged according to their individual merits and not on the basis of a characteristic ascribed to them arbitrarily because they are or are not members of a particular group. Equality of entitlement underpins all education legislation and is fundamental to the National Curriculum. The care and sensitivity with which equal opportunities issues are addressed is an expression of a school's values and ethos, and will have a significant impact on effectiveness. Respect for all human beings implies equal opportunities for all. At this school we aim to uphold our founding Christian principles of fairness, compassion and provision of quality education for every child.

Discrimination can be in many forms: direct or indirect, overt or covert. All forms are socially divisive and hinder individual development. This policy gives effect to all the various relevant Acts as well as the principles of the LA's own general policy statement.

AIMS

The purpose of this policy is to :

- promote understanding of the principles of equality and justice throughout all aspects of school life
- provide a framework of security for those at risk from discrimination or disadvantage
- enhance self-esteem and self-confidence through achievement
- enable the governing body to comply with the law

OBJECTIVES

Schools are places of learning and places of employment. Governors have overall responsibility for ensuring that pupils and staff are able to develop their individual potential regardless of sex, age, background, beliefs, race, disability, sexual orientation, personality or other quality.

Every activity that takes place in a school involves issues of equal opportunity. To promote equality of opportunity throughout the school community all members of that community will be encouraged to :

- establish sound relationships based on mutual respect
- promote freedom of expression and clear consultation taking full account of others views

- challenge discrimination
- celebrate diversity
- demonstrate positive images
- provide examples of good practice

DELIVERY OF THE POLICY

Responsibilities of Governors

The governing body has overall responsibility for ensuring equal opportunities for all those within the school. The principles set out in this policy will be taken into account when applying and reviewing all other school policies, in particular those pertaining to

Curriculum
 R.E. and Collective Worship
 Admissions
 Behaviour
 Bullying
 School rules
 Uniform
 Staff Selection & Recruitment
 Development & Appraisal
 Discipline & Grievance

Through delivery of this policy, governors will welcome the opportunity to ensure provision of

- a curriculum which promotes equality
- equal access to the curriculum for pupils with special educational or medical needs
- training and resources for staff to enable them to put equality of opportunity into practice
- any reasonable modifications necessary to site, premises and resources within budgetary limitations to provide equality of access for staff and pupils with disabilities

Responsibilities of Staff

All staff at the school will be expected to

- develop understanding and awareness of potentially discriminatory practices
- remain sensitive to possible issues
- be alert to teaching practices, language or materials which may reinforce gender stereotyping or present an inaccurate or negative image of another social or ethnic group
- respect pupils' cultural or religious needs, including any dietary or dress requirements, and ensure that these individuals are not disadvantaged or isolated from shared activities.
- act promptly to intervene in or prevent or any acts of inequality such as bullying, harassment or name-calling either witnessed or reported by others.
- keep resources under review

Implementation of the Policy

Within the day-to-day management of the school, the headteacher is responsible for establishing clear procedures based upon the agreed principles, and for ensuring that these procedures are understood and followed.

Monitoring

The governing body will monitor the effectiveness of the policy through reports from the headteacher including results of pupil assessments and staff appraisals. Any inequalities identified will be addressed in consultation with staff.

Review

This policy will be reviewed every two years by the Education Committee or more frequently in light of changes in legislation.

This policy was approved by the Education Committee on 4th March 2015.