

Mitcheldean Endowed Primary School



Policy on Equal Opportunities

(see also Disability Discrimination, Gifted and Talented Children, Racial Equality, Special Educational Needs)

Our Vision:

To ensure that every child receives the highest quality education that is engaging, enriching and inclusive, in an environment that works hard to develop, support and care for all its members, with people that foster mutual respect and encouragement in accordance with Christian Values.

This policy aims to:

- Offer equal opportunities regardless of race, culture, gender, academic ability, physical ability, age or class.
- Provide an environment free from social, sexual or cultural prejudice for all members of our school community.
- Achieve an environment in which members of the school community can be respected as individuals and in which the varied experiences of the community can enrich the life of the school.

Introduction

This policy statement details the commitment of the staff and governors of Mitcheldean Endowed Primary School to ensuring that equality of opportunity is available to all members of the school community. Our school's mission statement talks of caring for all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer an education that is engaging, enriching and inclusive through a broad and balanced curriculum and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. This policy is intended to help to ensure that this school promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

This policy accords with legislation:

The Equality Act became law in October 2010. It replaces previous legislation such as the Race Relations Act 1976, the Disability Discrimination Act 1995 and the Sex Discrimination Act and ensures consistency in making the workplace a fair environment which complies with the law.

The Equality Act covers the same groups that were protected by existing equality legislation - age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity - but extends some protections to groups not previously covered, and also strengthens particular aspects of equality law. The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation, and it extends the protection from discrimination in certain areas.

We do not discriminate against anyone, be they staff or pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender or background.

We promote the principle of fairness and justice for all through the education that we provide in our school.

We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.

We challenge personal prejudice and stereotypical views whenever they occur.

We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred on our school and we show respect for all minority groups.

We are aware that prejudice and stereotyping are often caused by poor self-image and by ignorance. Through positive educational experiences and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.

Racial equality

In our school, we will:

- strive to eliminate all forms of racism and racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial and ethnic 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. Should a

racist incident occur, we will deal with it in accordance with school procedures.

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.
- To endeavour to make our school welcoming to all minority groups. To promote an understanding of diverse cultures through the topics studied by the children and to reflect this in the displays of work shown around the school.
- To ensure our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

Disability non-discrimination

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 children with a disability within our school community.
- A child with a physical disability has a right to take part safely in all activities within the school environment in so far as their individual disability allows them to do so.

The school fully meets the requirements of the Equality Act 2010. All reasonable steps are taken to ensure that these children are not placed at a substantial disadvantage compared with children without disabilities.

The school is committed to providing an environment that allows children with a disability full access to all areas of learning.

Teachers modify teaching and learning as appropriate for children with disabilities.

Gender equality

It is our school policy:

- To seek to promote non-sexist 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.

We recognise that nationally, the achievement of boys is falling behind that of girls. We are committed to seeing all individuals and groups of pupils making the best progress possible in our school. We realise that although gender is one of the key factors affecting educational performance, it affects different sub-groups of boys and girls in different ways. Social class, ethnic origin and local context are all strongly linked to performance. We also seek to ensure that policies designed to improve the boys' attainment do not do so at the expense of achievement by the girls.

The Role of Governors

In this policy statement, the Governing Body has set out its commitment to equal opportunities and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.

The Governing Body, through the Headteacher and staff, collects, analyses and evaluates a range of school data. We check that all pupils are making the best possible progress and that no group of pupils is underachieving. To do this, we monitor:

- admissions;
- attainment;
- exclusions;
- rewards and sanctions;
- parents' and pupils' questionnaires.

The Governing Body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The Governors take all reasonable steps to ensure that the school environment properly accommodates people with disabilities.

The Governors welcome all applications to join the school, whatever background or disability a child may have.

The Governing Body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion has a bearing on school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

The Role of the Head Teacher

It is the Head Teacher's role to implement the school's policy on equal opportunities and she is supported by the Governing Body in so doing.

It is the Head Teacher's role to make sure that all staff are aware of the school policy on equal opportunities and that teachers apply these guidelines fairly in all situations.

The Head Teacher ensures that all appointments' panels give due regard to this policy, so that no one is discriminated against.

The Head Teacher promotes the principle of equal opportunity when developing the curriculum and in providing opportunities for training.

The Head Teacher promotes respect for other people in all aspects of school life.

The Head Teacher views all incidents of unfair treatment, and any racist incidents, with due concern.

The Role of the Class Teacher

Class teachers ensure that all pupils are treated fairly and with respect. They do not knowingly discriminate against any child.

When selecting classroom material, teachers strive to provide resources which give positive images and which challenge stereotypical images of minority groups.

They seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how they approach sensitive issues. So, for example, history topics include examples of the significant contributions women have made in this country's history. In geography, the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

All our teachers and support staff challenge any incidents of prejudice or racism. They record any incidents in the school incident book and draw them to the immediate attention of the Head Teacher.

The Role of School Council

The School Council will provide a voice for pupils. School Council views will be taken seriously and responded to sympathetically. Children will be elected onto the school council through a democratic class vote and will then be required to put forward the views and opinions of their class.

The Role of Parents

This policy has been developed through consultation with parents therefore parents are requested to support the school with this policy.

We will consult on this Equality Policy with:

- pupils, in ways appropriate to their age and experience
- staff, through existing staff consultation arrangements

- parents and volunteers via the newsletter, parental survey, parent governors and other regular events
- the wider community, through representative governors

Monitoring and review

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

- 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 Head Teacher to report to Governors annually on the effectiveness of this policy;
- take into serious consideration any complaints from parents/carers, staff or pupils regarding equal opportunity;
- monitor the school's behaviour policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.
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For cross references please see start of policy.

This policy will be reviewed by the Governing Body every two years or earlier if it is considered necessary.

Policy reviewed: November 2014

To be reviewed: November 2016