

# SCHOOL POLICY FOR Equal Opportunities

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**Date Adopted:**  
27/04/2016

**Review by:**  
October 2019

## Aims

To promote the principle of 'equal opportunities' throughout our school, in relation to both pupils and staff, and to ensure freedom from discrimination on the grounds of ethnicity, religious or cultural background, gender, class, lifestyle or disability. To recognise the uniqueness of each pupil by ensuring that all are given the opportunity to fully develop their potential, thus preparing them for a multi-cultural, multi-lingual world.

## Objectives

- To ensure that all pupils have access to the full range of activities and experience in all curriculum areas.
- To develop staff awareness of equal opportunities issues, and to demonstrate commitment to equal opportunities through our practice, influencing pupils by our example.
- To combat discrimination by dealing with such incidents immediately, sensitively and consistently, with our school aims at all times in mind.
- To develop community links, with the awareness that prejudice and discrimination are part of a wider environment than that of the school alone; and to promote positive links with disadvantaged groups and individuals, both in the community and further afield.

## Implementation of Objectives

- The above aims and objectives should be reflected in all school organisation, planning and practice and all policies should reflect the equal opportunity aspect within them.
- Provision for disabled pupils will continue to be developed through the implementation of the schools 'Accessibility Plan (updated 2016)
- Resources are selected and used which avoid stereotypes and reflect the school aims and promote positive images of diversity.
- All staff should be aware of the importance of using language which avoids stereotyping and reflects our school aims, both directly in our speech, and also through the use of stories, poetry, songs etc.
- Staff should try to ensure that all pupils participate equally in curricular activities, and that no particular activity is dominated by members of one group or one gender.
- Through the general ethos of the school, and through the PSHE and Citizenship curriculum, pupils' awareness and understanding, both of themselves as unique individuals, and of other groups as individuals within society, should be developed, in order to promote mutual respect and tolerance.
- The school should actively support pupils against whom there is local prejudice.
- We ensure the school's recruitment and selection procedures are based on good equal opportunities practice in accordance with the LEA's Equal Opportunities in Employment Policy.