



**ST PHILIP'S CE
PRIMARY
SCHOOL**

Equal Opportunities Policy

(Including Race, Disability & Gender Equality)

Policy confirmed by the Governing Body of St Philip's CE Primary School on:

Date: _____

Signature: _____
(Chair of Governors)

To be reviewed on: _____

1 Introduction

1.1 Our school's mission statement talks of valuing the individuality of all of our children. At **St Philips CE VC Primary** 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 a broad and balanced curriculum. 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.

1.2 This policy accords with legislation:

- Race Relations (Amendment) Act (2000);
- Disability Discrimination (Amendment) Act (2002);
- Sex Discrimination Act (1975).

2 Aims and objectives

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

2.2 We promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.

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

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

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

2.6 We challenge prejudice views whenever they occur.

2.7 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.

3 Racial equality

3.1 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.
- 3.2** 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 (see policies for Racial Equality and for Behaviour).
- 3.3** We endeavour to make our school welcoming to all ethnic groups. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- 3.4** Our curriculum reflects the attitudes, values and respect that we have for ethnic groups.

4 Disability non-discrimination

- 4.1** Some children in our school have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the school. The school fully meets the requirements of the amended Disability Discrimination Act that came into effect in September 2002. All reasonable steps are taken to ensure that these children are not placed at a substantial disadvantage compared to non-disabled children.
- 4.2** The school is committed to providing an environment that allows disabled children full access to all areas of learning.
- 4.3** 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.

5 Gender equality

- 5.1** 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.
- 5.2** We have put in place a number of measures to raise the achievement of the boys and the aspirations of girls. These include:
- dealing with negative aspects of boys' behaviour, including bullying and name-calling;
 - making sure that our displays reflect boys and men as effective learners and achievers;
 - encouraging boys to read fiction.
 - Introducing the Girls Allowed Project
 - Girls writing project & Write between the Posts

- 5.3** To make our teaching more boy-friendly, we:
- employ a variety of activities, and include a kinaesthetic element;
 - deliver work in bite-sized chunks, with 'brain breaks' and new starts;
 - provide challenge, competition and short-term goals;

6 The role of governors

- 6.1** 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.
- 6.2** The governing body 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;
- 6.3** 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.
- 6.4** The governors welcome all applications to join the school, whatever background or disability a child may have.
- 6.5** The governing body ensures that no child is discriminated against whilst in our school on account of their gender, religion or race. 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.

7 The role of the headteacher

- 7.1** It is the headteacher's role to implement the school's policy on equal opportunities, and she is supported by the governing body in so doing.
- 7.2** It is the headteacher'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.
- 7.3** The headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against.
- 7.4** The headteacher promotes the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.
- 7.5** The headteacher promotes respect for other people in all aspects of school life; in the assembly, for example, respect for other people is a regular theme, as it is also in displays around the school.

7.6 The headteacher views all incidents of unfair treatment, and any racist incidents, with due concern.

8 The role of the class teacher

8.1 Class teachers ensure that all pupils are treated fairly and with respect.

8.2 When selecting classroom material, teachers strive to provide resources which give positive images of equality

8.3 All our teachers and support staff challenge any incidents of prejudice or racism. We record any incidents in the school log book, and draw them to the attention of the headteacher.

8.4 Incidents of a racial or homophobic nature are reported to the LA using the appropriate forms.

9 Monitoring and review

9.1 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 to 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;
- take into serious consideration any complaints from parents, 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.