

# Equal Opportunities Policy

## Rationale

All students share the right to a broad and balanced curriculum, to be treated with the same degree of concern for their education and development and to have the same chance to benefit from the resources available to their school, irrespective of their gender, ethnicity, level of ability or social circumstances. Legislation and National Curriculum Guidance endorse this.

## Aims:

The school aims to:

increase the understanding among all staff, parents, governors and pupils themselves about equal opportunities and to increase knowledge of the law regarding the Sex Discrimination and Race Relations Acts;

address equality of opportunities as a whole school issue which is reflected through the ethos of the school as well as the formal and informal curriculum;

align issues of equal opportunities with the quality of personal and social education that pupils receive;

consider the different ways in which girls, boys, children of various ethnic origins, children whose first language is not English and children with disabilities or individual needs are treated;

devise and agree strategies for dealing with discrimination and prejudice;

monitor and improve the quality of relationships between staff and pupils and pupils themselves.

## Guidelines

All teachers shall have a clear view of how their work contributes to the whole. As a school community, we need to help all members of that community, both adults and children, towards:

a recognition that all pupils have the right to equal access, an entitlement to a broad/balanced curriculum and common learning experiences.

an awareness of the importance of staff structure and positive adult role models.

strategies to distribute resources fairly.

an awareness of good primary classroom practice. Teachers need to consider aspects such as: lists, seating, wall displays, language, grouping, time spent with individual pupils, duties, uniform classroom management i.e. changing for PE, lining up etc.

a policy of equal opportunity for all pupils to participate in extra curricular activities e.g.: sports, music, art and crafts, residential visits.

a recognition of issues dealing with equality of opportunities which are already part of the curriculum and an awareness of the need to anticipate and develop other issues which have not yet been considered.  
whole school strategies for dealing with harassment of any kind.  
an awareness that issues of equality of opportunity must extend to include all staff as well as pupils. Any grievances or problems experienced by any member of staff with relation to this issue should be brought to the attention of the Head Teacher or a member of the Senior Management Team.

It is essential that all staff and governors are aware of these guidelines so that the school has a truly cohesive policy and practice on the equality of opportunity for all.

This policy will be regularly reviewed within the planning cycle of the school's management plan.

Updated 14<sup>th</sup> January 2009