

# **Emscote Infants and All Saints C of E Junior Schools**

## **Equal Opportunities Policy**

(See also Gifted and Talented; Racial Equality; SEN; Behaviour Modification)

### **1 Introduction**

**1.1** Our school's mission statement talks of valuing the individuality of all of our children. We are committed to giving them 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, and have high expectations of our children. The achievements, attitudes and well-being of all the children matter. This policy is intended to help to ensure that this school promotes the individuality of all pupils, irrespective of ethnicity, religion, attainment, age, disability, sexuality, 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 or pupil or parent, on the grounds of ethnicity, religion, attainment, age, sexuality, disability, gender or background.

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

**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 personal prejudice and stereotypical 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 schools, and we show respect for all minority groups.

**2.8** We are aware that prejudice and stereotyping are 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.

### **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 minority groups. Thus, for example, we will immediately remove any offensive graffiti that we may find in school. 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. We do not make assumptions about the cultural background of any individual.

**3.4** Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, in the curriculum topic on religious festivals, the children learn the importance of Diwali to Hindus and Sikhs.

#### **4 Disability non-discrimination**

**4.1** Some children in our school may have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the schools. The school aims to meet 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 through its Asset Management Plan.

**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 adopted a variety of teaching styles to ensure boys continue to achieve well at school. These include:

- removing gender bias from our resources
- making sure that our displays reflect boys and men as effective learners and achievers
- encouraging boys to read fiction.

**5.3** To make our teaching more boy-friendly, we:

- begin a lesson by stating the learning outcomes, and giving the 'big picture'
- employ a variety of activities and teaching styles, that include a kinaesthetic element

- provide challenge, competition and short-term goals
- give regular positive feedback and rewards
- set writing tasks that are cross-curricular, that have been modelled first, and for which there are frames and scaffolds available.

**5.4** 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.

## **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 communities are treated both fairly and equally.

**6.2** The governing body 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;
- parents' questionnaires.

**6.3** The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our schools. The governors take all reasonable steps to ensure that the school environment properly accommodates people with disabilities.

**6.4** The governing body will, in its school profile, make reference to arrangements for disabled pupils.

**6.5** The governors welcome all applications to join the schools, whatever background or disability a child may have.

**6.6** The governing body ensures that no child is discriminated against whilst in our schools 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.

## **7 The role of the headteachers**

**7.1** It is the headteacher's role to implement the school's policy on equal opportunities, and s/he 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 schools policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

**7.3** The headteachers ensure that all appointments panels give due regard to this policy, so that no-one is discriminated against.

**7.4** The headteachers promote the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.

**7.5** The headteachers promote 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 headteachers view all incidents of unfair treatment, and any racist incidents, with due concern.

## **8 The role of the class teacher and support staff**

**8.1** All staff will do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.

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

**8.3** We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we 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.

**8.4** All our teachers and support staff, including lunchtime supervisors, challenge any incidents of prejudice or racism. We record any incidents and draw them to the attention of the Senior Leadership Team.

## **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 the schools are discriminated against
- require the headteachers to report to governors annually on the effectiveness of this policy
- 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 ensure that all pupils are treated fairly.

**9.2** This policy will be reviewed by the governing body every three years, or earlier if it is considered necessary.

**Signed:**

**Date:**

**Review: November 2020**