



St. Saviour's Church, Coalpit Heath.

The Manor C of E Primary School

Policy: Equal Opportunities

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Approved: _____ Headteacher

_____ Chair of Governors

Equal Opportunities Policy

1 Aims and objectives

- 1.1 Equality of opportunity is about providing equality and excellence for all in order to promote the highest possible standards of achievement. Equality of opportunity applies to all members of the school community: pupils, staff, governors, parents and community members. Our core values are expressed in the school's mission statement 'Together we Rise to the Challenge' and in our list of aims.
- 1.2 We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins, or disability. This is in line with the 1976 Race Relations Act and the 2001 Special Educational Needs and Disability Act and covers both direct and indirect discrimination.
- 1.3 We promote the principles of fairness and justice for all through the education that we provide in our school.
- 1.4 We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 1.5 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.6 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.7 We challenge stereotyping and prejudice whenever it occurs.
- 1.8 We celebrate the cultural diversity of our community and show respect for all minority groups.
- 1.9 We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

2 Anti-racism

- 2.1 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 act immediately to prevent any repetition of the incident through a thorough investigation of the facts and witness statements.
- 2.2 We endeavour to make our school welcoming to all minority groups. So, for example, we immediately remove any offensive graffiti that we may find in school. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- 2.3 Our curriculum reflects the attitudes, values and respect that we have for minority groups.

- 2.4 Should anyone at our school perceive themselves to be a victim of racism, we do all we can to support them in overcoming any difficulties they may have. This may involve seeking advice from an external agency, e.g. SARI.

3 The role of governors

- 3.1 The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
- 3.2 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 gives access to people with disabilities.
- 3.3 The governing body will, in its annual report, make reference to the working of our Equal Opportunities Policy.
- 3.4 The governors welcome all applications to join the school.
- 3.5 The governing body ensures that no child is discriminated against whilst in our school and all children have access to the full range of the curriculum.

4 The role of the headteacher

- 4.1 It is the headteacher's role to implement the school's equal opportunities and policy and the headteacher is supported by the governing body in so doing.
- 4.2 It is the headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 4.3 The headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- 4.4 The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life.
- 4.5 The headteacher treats all incidents of unfair treatment with due seriousness.

5 The role of the class teacher

- 5.1 The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 5.2 When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class.
- 5.3 When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues.
- 5.4 All our teachers challenge any incidents of unfair treatment and draw them to the attention of the headteacher. Any serious incident is recorded. Teachers support the work of ancillary or

support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

6 Monitoring and review

6.1 It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities Policy. The governing body does this by:

- monitoring the progress of all pupils;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- requiring the headteacher to report to governors on an annual basis on the effectiveness of this policy;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the school's Behaviour and Discipline and Anti-Bullying policies and reviewing the occurrence of exclusions.