

## **Equal Opportunities Policy**

### **1 Introduction**

**1.1** Our school mission statement talks of valuing the individuality of all of our children. 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, and have high expectations of all children. The achievements, attitudes and well-being of every child matter. This policy is intended to help to ensure that our 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 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 our school.

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

**2.5** We ensure that all recruitment, employment, promotion and professional development 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 child's worth, we celebrate the individuality and diversity of the community within our school, and we show respect for all minority or ethnic 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.

**3.3** We endeavour to make our school welcoming to all. 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, and we aim to reflect this in the displays of work around the school.

**3.4** Our curriculum reflects the attitudes, values and respect that we have for all minority ethnic groups.

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

**4.1** A number of our children have disabilities. We are committed to meeting the needs of all 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** Our 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 enable children 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 and acknowledge the national data concerning the achievement of boys as compared to 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 strategies to raise the achievement of the boys. These include:

- dealing with negative aspects of boys' behaviour, including bullying and name-calling;
- being aware of / 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 include a kinaesthetic element;
- deliver work in bite-sized chunks and new starts;
- 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 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, our 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 monitors, 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;
- rewards and sanctions;
- parents / carer and pupils' questionnaires and feedback.

**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 governing body will, in its annual report, make reference to arrangements for disabled pupils.

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

**6.6** The governing body ensures that no child is discriminated against whilst in our school 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 Head teacher**

**7.1** It is the Head teacher'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 Head teacher'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 Head teacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against.
- 7.4** The Head teacher promotes the principle of equal opportunity when developing the curriculum, and also in providing continuous professional development.
- 7.5** The Head teacher promotes respect for other people in all aspects of school life; during collective worship, for example, respect for other people is a regular theme and forms part of the school golden rules..
- 7.6** The Head teacher 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 materials, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups.
- 8.3** We aim 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 our country's history. In geography the teacher will attempt 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 challenge any incidents of prejudice or racism. We record any incidents in the pastoral book, and draw them to the attention of the Head teacher.

## **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, making comparisons to the progress made by other pupils in the school;
  - monitor the staff appointment process, so that no-one applying for a post at St Anne's is discriminated against;
  - require the Head teacher 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 make sure that pupils from minority groups are not unfairly treated.
- 9.2** This policy will be reviewed by the governing body every two years, or earlier if it is considered necessary.

**Signed:**

**Date:**