

Willerby Carr Lane Primary School



EQUAL OPPORTUNITIES POLICY

Policy adopted: 10 October 2016

Introduction

The school is totally committed to promoting equality of opportunity for the school and the wider community, and will not tolerate discrimination in any form, so that all our learners are able to achieve their potential.

1. Discrimination on the basis of colour, culture, origin, sex, or disability is unacceptable in this school.
2. Every pupil and teacher will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for, and appreciation of, each other as individuals.
3. The primary objective of this school will therefore be to educate, develop and prepare all pupils, whatever their sex, colour, origin, culture, or ability, for life in Britain.
4. An equal opportunities philosophy will be practised by all staff.
5. The school acknowledges the complexity of British society and recognises that it would be failing the pupils if it did not prepare them for their integral role in society.
6. The school is committed to emphasising the common elements and values of our multiple culture rather than highlighting conflicting areas.

Aims

To equip all pupils with an awareness and tolerance of an increasingly diverse society so that they can participate fully in society.

Practice

1. Admission

The school follows the LA Admission Policy, which does not permit sex, race, colour or disability to be used as criteria for admission.

2. Registration

Pupil's names should be accurately recorded and correctly pronounced. Pupils should be encouraged to accept and respect names from other cultures/countries.

3. Discrimination

All forms of discrimination by any person within the school are to be treated seriously.

A careful note should be made of such incidents and it should be made very clear to offenders that such behaviour is unacceptable.

Pupils

If there are subsequent incidents regarding discrimination, then the Headteacher must be informed and consideration given to involving the parents. Racist symbols, badges and insignias on clothing and bags are forbidden in school.

Graffiti should immediately be removed.

Parents should be aware of the school's commitment to equal opportunities.

Staff

The school values diversity amongst the staff. In all staff appointments, the best candidate will be appointed, based upon professional criteria. Close liaison with families in the school is beneficial to all concerned especially when dealing with situations of discrimination and harassment.

Additional Adults

Our expectations regarding equal opportunities should be made clear to additional adults (supply staff, helpers, students etc.).

Disability

No one should be excluded from activities or employment at the school on the basis of disability.

Governor and staff training is carried out to reflect the statutory responsibilities of all concerned

The Curriculum

All pupils must have access to the school's curriculum. Staff need to be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum must be balanced, objective and sensitive, and must not highlight sexual and cultural diversity.

Language

The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by the pupils and their families. Staff must be conscious of any racist or sexist connotations in the language they themselves use.

Resources

The school's aim is to provide for all pupils according to their needs, irrespective of gender, ability or ethnic origins. Whenever possible, staff must ensure that the resources used in all curriculum areas are multi-cultural and non-sexist, containing positive images of all groups. Variety should be evident in the morals, stories and information offered to the children.

Pupils should have access to accurate information about similarities and differences between cultural groups.

Promoting Race Equality

Promoting race equality is an obligatory element of school practice and culture. Willerby Carr Lane Primary School is an urban primary school with over 400 pupils, but few ethnic minority pupils. This means that we must encourage understanding and appreciation of cultural diversity. Opportunities should be sought to bring in visitors who represent ethnic group.

Catering

School meals and catering provided for school events, such as the Summer Fair, will provide options to cater for the range of cultural/ religious diets as far as is practicable. Where possible, parents from ethnic minorities will be consulted on catering provision for events.

Educational Visits

All pupils should participate in visits. Trips should be planned well in advance so risk assessments can be undertaken and activities planned in such a way that reasonable adjustments can be made to include all children. If an activity is inaccessible, then alternative activities should be arranged for such children.