



St Barnabas' C.E. Primary School

Equal Opportunities Policy Statement

Definition

Equal Opportunities is about ensuring that every member of the school community is regarded as being of equal worth and importance, irrespective of culture, race, gender, sexual orientation, learning disabilities, sensory or physical impairment, social class or lifestyle: it is about recognising differences, meeting individual needs and taking positive action so that everyone has equal access to the educational opportunities offered by the school: it is also about regularly monitoring progress and achievement.

Principles

St Barnabas' is committed to equal opportunities and Inclusion. We aim to engender a sense of community and belonging. We model equal opportunities and inclusion in all our staff policies, relationships with parents and carers and the community in order to meet legislative requirements as laid down in the Equality Act 2010.

Equal opportunities is the responsibility of the whole school community and must be reflected in the organisation of the school and be addressed in the taught and hidden curriculum. The school ensure that staff do not have different expectations of different race/religious groups.

All staff, governors, parents/guardians/carers and pupils regardless of race, ethnicity, disability, sexual orientation and socio- economic background, are welcome and will be encouraged to participate in the life of the school.

The school recognizes its responsibilities under the Race Relations Act, Sex Discrimination Act and the Disability Act to eliminate discrimination and to promote good relations.

Aims

- Offer equal opportunities regardless of race, culture, gender, academic ability, physical ability or class.
- Provide an environment free from social, sexual or cultural prejudice for all members of the school community.
- Achieve an environment in which members of the school community can be respected as individuals and in which the varied experiences of the community can enrich the life of the school.

St Barnabas' will pay particular attention to ensuring that there is Equal opportunity for all. We believe that educational inclusion is about equal opportunities for all learners whatever their age, gender, ethnicity, impairment, attainment and background, including those identified as having special educational needs. All children have a common entitlement to a broad and balanced academic curriculum, which is accessible to them, and to be fully included in all aspects of school life.

This does not mean that we will treat all learners the same way, but that we will respond to learners in ways which take account of their varied life experiences and needs. We recognise that pupils learn at different rates and that there are many factors affecting achievement, including ability, emotional state, age and maturity. We believe that many pupils at some time in their school career may experience difficulties with learning, and we recognise that these may be long or short term.

What follows are the different areas in which the school the school will pay particular attention to ensuring equal opportunity for all.

Equal Opportunities – Multi- Cultural:

It is our school policy:

- To incorporate a balanced view of the world through a multi- cultural approach.
- To recognise that pupils are world citizens who will meet a wide variety of cultures throughout their lives.
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Equal Opportunity – Gender:

It is our school policy:

- To seek to promote non – sexist attitudes in both children and staff.
- To allow children equal access to opportunities which will equip them for adult life and to achieve challenging expectations.
- To work towards the eradication of sexual stereotyping.

Equal opportunities – Race:

It is our school policy:

- That no child or adult should be treated in any way differently, or in a derogatory manner, because of their race.
- To challenge racism in the context of a caring school community.

Equal opportunities – Ability:

It is our school policy:

- To recognise good effort and attitudes regardless of academic achievement.
- To allow all children access to equipment, resources and teacher time regardless of their academic achievements.
- To value all efforts and achievements of children in all areas of the curriculum.

Equal Opportunities - Religion

It is our school policy:

- Not to discriminate against others because they belong or do not belong to an organised religion.
- Not to discriminate against others because they have a profound belief or do not have a belief which affects their way of life or view of the world. This includes religious and philosophical beliefs, or a lack of belief such as Atheism
- Not to discriminate against others because they take part or do not take part in collective worship

Equal Opportunities – Class

It is our school policy:

- That children should not be treated in any way differently because of an assumed class.
- That assumptions will not be made as regards class difference.

Equal Opportunities – Physical Disability

It is our school policy that:

- Children should not be treated in any way differently to others due to their individual physical disability and needs.
- A provision should be made for the individual special needs of any disabled children within our community
- A physically disabled child has a right to take part in all activities within the school environment in so far as their individual disability allows them to do so.

Managing Equal Opportunities

1. Admission – The school follows the Governing Body Admissions Policies that do not permit gender, race, colour or disability to be used as a criteria for admission.

2. Registration – Pupils names will be accurately recorded and correctly pronounced. Pupils will be encouraged to accept and respect names from different cultures.
3. Discrimination – All forms of discrimination by any person within the school's responsibility will be treated seriously as such behaviour is unacceptable. In all staff appointments the best candidate will be appointed based on strict professional criteria. Parents should be aware of the school's commitment to equal opportunities. Incidents will be recorded.
4. Language – The school views linguistic diversity positively. Pupils and staff must feel that their language is valued.
5. Resources will be provided for all pupils according to their needs, irrespective of sex, ability, or ethnic origin. The library resources are regularly reviewed to ensure they include books that reflect the school community.
6. Displays reflect a positive image of race/religious belief, gender, physical ability and special need. All children are given the opportunity to contribute to displays throughout the school and their contributions are valued.
7. The schools monitoring and evaluating system for regularly observing and assessing and recording the progress of children is used to identify children who are not progressing satisfactorily and who may have additional needs

Equal Opportunities specific to staff

St Barnabas' is an equal opportunities employer. The school prides itself in providing equal opportunities for all of its employees and children regardless of disability, religion, sexual orientation, culture, gender, ethnic, origin, colour, class or age.

Protected Characteristics

No employee or prospective employee will receive unfair treatment on the grounds of a Protected Characteristic, because that are perceived to have a Protected Characteristic or because they are associated with someone that has a Protected Characteristic, in particular but not only, in relation to:

- Recruitment and selection
- Promotion and training opportunities
- Benefits, terms and conditions of employment
- Grievance and disciplinary procedures
- Termination of employment including redundancies
- Conduct at work
- Procedures ensure fair and equitable treatment in relation to admission and assessment of students.

The principles of non-discrimination and equality of opportunity also apply to way in which staff must treat pupils, family members, staff and visitors.

Implementation

The School with the assistance of the staff will:

- Break down any barriers to equality of opportunity
- Promptly and fully investigate all complaints of discrimination and harassment, taking appropriate action where necessary.
- Ensure all members of staff are fully informed and trained on the policy

Monitoring of the policy

The policy will be evaluated regularly and any issues that arise will be reported and addressed with staff and Governors.