



Equal Opportunities

Principles

1. To comply with the LEA Equal Opportunities Policy, national guidelines and legislation.
2. To develop a positive self image and self esteem.
3. To promote respect for and understanding of others.
4. To provide equality of opportunity for all pupils and adults.
5. To reflect the diversity in society.
6. To oppose discriminatory behaviour and to develop guidelines for dealing with it.
7. To be aware that learning about others views and cultures is enriching.
8. To develop a consistent approach that will lead to all of the above.

Aims

The policy aims:

- to promote equal opportunities within the school
- to encourage respect for and understanding of others
- to oppose discrimination in the following areas:
 - physical and learning difficulties
 - gender
 - background
 - age
 - sexual orientation
 - race
 - colour
 - culture
 - religion
- to oppose the use of discrimination through:
 - denial
 - stereo-typing
 - harassment
 - abuse
 - ridicule
 - opposition
- to oppose direct and indirect discrimination

Implementation

Physical and Learning Difficulties

The school aims to:

- provide appropriate resources e.g. books, staff, equipment.
- provide all pupils and adults with access to buildings and areas within the school.
- promote a positive self image.
- provide specialised equipment for individuals.
- ensure that each pupil has access to all curriculum areas and the National Curriculum when appropriate.
- provide planned integration programs within the school and out of school.
- ensure that there is respect for individual's privacy and dignity.
- provide school meals and other food that reflects the needs of the pupils and the staff.
- recognise and implement a variety of communication systems, according to individual needs.
- meet the therapeutic needs that students may have.
- ensure that pupils have adequate time to complete tasks.

Gender

The school aims to:

- promote a positive self image
- provide appropriate resources, staffing and equipment
- show good models and non-sexist images
- use language that does not encourage stereotyping or bias
- develop strategies for classroom management and organisation that encourage non-sexist attitudes (e.g. use of the home corner)
- ensure that appropriate outings, visits and residential school journeys are available to pupils
- provide equal access for pupils to the curriculum and activities in school
- recognise that there are times where gender differences should be considered (e.g. PSHE)

Background

The school will not discriminate against people because of their background, but will consider the needs of the individual. The school will be aware of the pupil's home situation. The school will be aware of respecting the privacy and confidences of the home situation.

Age

The school aims to:

- provide appropriate resources e.g. age appropriate equipment, books and activities
- use age appropriate language and manner towards the pupils
- encourage age appropriate behaviour in pupils
- encourage classroom management and organisation that reflects the age of the pupils
- provide pupils with a choice of dinner and control over the size of portions
- use age appropriate resources that meet the needs of the pupils

Sexual Orientation

The school will not discriminate against people who are not heterosexual. The school will ensure that all pupils have the opportunity to discuss this area and will have access to appropriate guidance and counselling.

Multi-cultural and Religious Education

The school will to:

- encourage positive self identity in pupils by initiating activities that reflect a multi-cultural society
- give broad based information, images and models about each cultural group, drawing from the pupils' experiences and by providing appropriate resources
- be aware of the cultures of the pupils, and the customs and attitudes within that culture - culture is central to a pupil's identity and the learning environment will reflect the cultures of those working within it and within society
- give equal status to all pupils and adults as individuals and as members of ethnic and cultural groups
- give equal respect to all languages and cultures, and to recognise the value of mother tongue and dialects - different languages should be shared and given positive images (this includes pronunciation of names, letters and school information sent home in the appropriate language)
- ensure that expectations of pupils and staff roles and abilities will not differ for reasons of culture or race
- provide language support when needed
- be sensitive to the feelings of parents and pupils in the areas of cultural conflict
- build links with organisations and groups that are representative of minority groups
- provide food that reflects the cultural diversity within the school and society
- condemn and oppose racism of any form wherever it occurs
- be aware of racist connotations in language and discourage its use
- ensure that incidents of racist behaviour are not side-stepped or over-reacted to
- ensure that respect is shown where cultural or religious beliefs require the wearing of tokens, jewellery and dress

General

INSET and training is available to all staff. The staff development plan will consider the area of Equal Opportunities each year. The selection and interview procedures will reflect this policy. Whenever possible and when appropriate interpreters will be made available. Visitors, students and volunteers will be made aware of the school's policy. The school will utilise outside support agencies when appropriate. When integration occurs there will be an exchange of policies. Assemblies will reflect the multi-cultural and equal opportunities ethos of the school.

The school will name an Equal Opportunities coordinator with responsibility for ensuring that there are appropriate resources and equipment in school and that INSET occurs when needed. The Equal Opportunities coordinator will liaise with the Religious Education co-ordinator to ensure that the assemblies are planned and organised to cover a range of festivals

Discriminatory Behaviour

Discriminatory behaviour will be dealt with in the following ways.

1. Pupils

All staff have a responsibility to deal with discriminatory behaviour as it occurs. Some incidents can be dealt with in the class situation. If the problem persists the matter should be referred to the Headteacher, who may contact the parents to take further action.

2. Staff

There will be ongoing INSET and development. If discriminatory behaviour occurs, all staff have the responsibility to remind colleagues of the policy. If incidents continue the matter should be referred to the Headteacher. If the problem persists, the Governors and then the LEA will be informed.

3. Parents / Carers

Parents' attention will be drawn to the policy and when in school parents will be expected to comply with the policy.

4. Visitors

Visitors will be made aware of the policy and will be expected to comply with the policy whilst in school