

# SAXTON CE PRIMARY SCHOOL

## EQUAL OPPORTUNITIES POLICY

*"Respectful of God's World and Everyone in it"*

### Rationale

As a Christian School, we encourage everyone to care for others as well as themselves and to strive to be the best we can be. Equal Opportunities is the responsibility of the whole school community and must be reflected throughout the organisation and practices of the school.

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

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

### Aims

Our aim is to equip pupils with an awareness of our diverse society and to appreciate the value of difference. Specifically, we aim to:

- Offer equal opportunities regardless of race, culture, religion, gender, academic ability, physical ability or social background.
- Provide an environment free from social, sexual or cultural prejudice for all members of our 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.

### Guidelines

We recognise that a child's self perception can be influenced by his/her environment and so we aim to enhance our children's self-esteem and self-confidence by positively working to reduce any gender bias and promoting equality of opportunity.

Strategies are employed to ensure that the cross-curricular dimension of equal opportunity permeates all of the life and work of the school.

Children of both sexes have equal opportunity within and equal access to all areas of the whole school curriculum. This includes both the Programmes of Study for the National Curriculum subjects; other subject areas currently outside the National Curriculum and areas such as extra-curricular activities. Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.

- Efforts are made to recognise and be aware of the possibility of gender bias in both our teaching and learning materials and our teaching styles
- Materials are carefully selected for all areas of the curriculum so as to avoid sexual stereotypes and gender bias
- Teacher time, attention and all resources are given equally to boys and girls
- All children are encouraged to work and play freely with others of both sexes
- Opportunities are given for children to work with teaching and support staff of both sexes

Teaching and other groupings, such as dining table arrangements, assembly seating, classroom seating and playground areas are organised on the basis of criteria other than gender, for example, age, ability, friendship.

Equality between the sexes is recognised when giving / delegating responsibility and noting the achievements of both staff and children.

- Discipline procedures - notably rewards and sanctions - are the same for both sexes
- Our school uniform policy reflects equality of opportunity for all children

- Children and all staff are encouraged to value each other and build up and maintain co-operative working relationships both within school and in the community, such relationships being based on mutual respect for each other

Any differences involving gender, race or culture which arise inside or outside the classroom, are dealt with sensitively and are discussed with the children.

All teaching and support staff posts are not sex-specific. Both men and women are encouraged to work with all age groups and each Key Stage. All staff have equal access to in-service training and posts of responsibility.

**Links to other policies**

This policy will work alongside other policies concerned with equal opportunities, particularly our Equalities Scheme and Racial Equality policy.

**Responsibilities**

The governing body has general responsibility for all of the school's policies. It 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. 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. The governing body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race.

It is the headteacher's role to implement the school's equal opportunities policy, and to ensure that all staff are aware of it. The headteacher treats all incidents of unfair treatment with due seriousness.

The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child. Teachers strive to provide material that gives positive images of minority groups and that reflect the diverse nature of our society.

**Equal Opportunities**

We will endeavour to ensure that this policy is applied consistently to all learners. This will be irrespective of gender, race, cultural background or disability.

**Responsibilities**

The governing body will ensure that appropriate resources are made available to effectively implement this policy in school. The headteacher will manage the use of these resources so that class teachers are empowered to implement this policy. It is the responsibility of all staff to implement this policy effectively and consistently. It is the responsibility of parents and carers to support the school in implementing this policy with their children.

**Monitoring**

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 pupils of minority groups and comparing it to the progress made by other pupils in the school
- 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 the effectiveness of this policy
- monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

The Headteacher will ensure that school practice reflects the guidelines included in the policy and that teachers apply these guidelines fairly in all situations.

**Review**

This policy was last updated in September 2016 and is due for review September 2018

Signed .....Headteacher

Signed .....Chair SIC