



SIBFORD GOWER ENDOWED PRIMARY SCHOOL

EQUAL OPPORTUNITIES POLICY

At Sibford Gower Endowed Primary School we promote the individuality of all children irrespective of ethnicity, religion, attainment, age, disability, gender, sexual orientation or background.

Aims:

- To promote justice, equality of opportunity and fairness to all
- To establish an environment which is effective in reducing prejudice and raising self-esteem
- To provide a safe and welcoming place for all parties
- To provide a curriculum which challenges prejudice, stereotypes and prejudicial behaviour
- To develop a sense of citizenship and community cohesion within our school and beyond
- To evaluate practice to ensure effectiveness of the policy
- To provide all pupils with equal access to the full range of educational opportunities provided by the school.

The school complies fully with its legal responsibilities as laid down in current legislation and associated codes of practice.

Action to Implement Policy

It is the aim of the school to ensure that opportunities and facilities are available to everyone who studies or works in the school:

- We will ensure that the educational needs of all pupils are properly assessed.

- We will identify those barriers (physical, emotional, environmental and curricular) which could prevent individuals from accessing the learning opportunities the school provides, and seek to remove them.
- We will seek to provide a supportive and welcoming atmosphere.
- We will develop effective support systems.
- We will employ a range of teaching styles to ensure no pupil is excluded from learning and to enable pupils to achieve success.

All members of the school community have personal responsibility for the ongoing, practical application of the Equal Opportunities Policy, which extends to the treatment of pupils and employees of the school.

The school interacts with numerous other organisations, groups and individuals. It is important that the school ethos with regard to equality issues extends across all areas of its work. Therefore:

- We will make use of opportunities to promote the principle of equality of opportunity.
- We will promote the interests of disadvantaged groups to others.

The policy will be monitored and reviewed in accordance with the school's policy review cycle.

All staff have a responsibility to ensure the policy is carried through effectively and should give active support to the policy. They should encourage pupils and colleagues to report any instances of discrimination. The school takes seriously its responsibility to ensure that any instances of discrimination are investigated fully, and appropriate, sensitive and responsive action is taken. In the case of pupils this would be in accordance with the school's disciplinary procedures. In the case of staff, this would be in accordance with the staff grievance and disciplinary procedures.

The Curriculum

The curriculum will reflect the commitment of the school to the principle of equality of opportunity.

The curriculum encompasses:

- Needs assessment
- Subject content and resources for learning
- Pupil-centered teaching and learning
- Assessment of pupils
- Recording of achievement
- Evaluation of provision

Admissions procedures and timetabling will be reviewed to ensure that as far as possible no pupil is disadvantaged because of disabilities or special needs.

Teaching and learning styles will be employed which are in keeping with the ethos of equality of opportunity.

Staff are expected to be sensitive to the needs of all pupils. The school will provide individual support for learning as appropriate to pupil need.

The school will employ reporting and reviewing procedures for the assessment of the learning needs and achievements of all pupils.

Teaching staff will monitor and evaluate teaching and learning materials to ensure that they are free from racist, sexist and other discriminatory assumptions, images and language. In areas where this is difficult to achieve, for example in the use of the internet or in the study of art, media and literature, staff should be careful to place the material in its cultural and historical context.

Marketing and Publicity

All school publicity material will reflect the principle of equality of opportunity. Publicity material will be monitored in relation to the Equal Opportunity Policy. Publicity material will reflect the school's commitment to be responsive to the individual learning needs of pupils.

Codes of Practice

The school is committed to ensuring the implementation of its equal opportunities policy both as an employer and provider of education.

The school will utilise appropriate practices and procedures in relation to:

Employment

- the policies of the school in relation to recruitment and appointment of staff will reflect the Equal Opportunities Policy
- all job applicants will receive the Equal Opportunities Statement with the job information package
- in their interview all successful candidates must be able to demonstrate an understanding of and commitment to equal opportunities
- the Equal Opportunities Policy will be given to all employees as part of their induction programme

Training and staff development

- all staff should have access to personal and professional support to meet their training and development needs; the Performance Management cycle will identify and review those needs
- staff development will underpin the Equal Opportunities Policy and raise awareness of equal opportunities issues.
- training in equal opportunities issues will be available to staff

Pupil behaviour

- the pupil code of conduct will be used to make all students aware of their rights and responsibilities, and of their obligations to respect others and

behave in a way which acknowledges the equal rights of all pupils to have access to and benefit from the learning opportunities in the school

Grievance and disciplinary procedures

- the school will employ grievance and disciplinary procedures to deal with any instance of discrimination, victimisation or harassment

Agenda setting

- equal opportunities matters will influence the agenda setting of meetings across the school

Date of policy

May 2015

DATE FOR REVIEW

April 2019