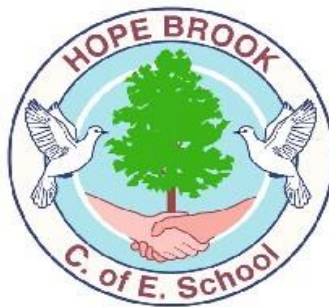


Hope Brook Church of England Primary School



Equal Opportunities Policy

The staff and governors are committed to the development of each child in a positive, healthy and respectful learning environment to encourage all children to achieve their fullest potential.

We want all the children and adults to achieve success through their own efforts, teamwork, self-discipline and motivation; and through links with the Church, the local community and the global community, work towards a better future for themselves and the world in which they live.

Equal Opportunities Policy

1 Aims and objectives

- 1.1** We do not discriminate against anyone. This is in line with the Equal Opportunities Act 2010 which states that it is unlawful for a school to discriminate against a pupil, a prospective pupil or a member of staff by treating them less favourably because of their sex, race, disability, religion or belief, sexual orientation, gender reassignment, age, pregnancy or maternity
- 1.2** We promote the Christian values of fairness and justice for all through the education that we provide in our school.
- 1.3** We ensure that all pupils have equal access to the full range of educational opportunities provided by the school – enabling every child to achieve their highest potential
- 1.4** We constantly strive to be alert to potential forms of discrimination, either direct or indirect that may form barriers to learning or to the development of any child or group of children.
- 1.5** We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.6** We challenge stereotyping and prejudice whenever it occurs
- 1.7** We provide a school environment that reflects a commitment to equal opportunities
- 1.8** We celebrate the cultural diversity of our community and show respect for all.
- 1.9** We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

2 The role of governors

- 2.1** The governing body 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.
- 2.2** The governing body seeks to ensure that its recruitment procedures reflect the whole school commitment to equal opportunities.
- 2.3** The governors welcome all applications to join the school, whatever background or disability a child may have.
- 2.4** The governing body constantly strives to ensure that no child or person is discriminated against whilst in our school on account of their sex, religion or race.

3 The role of the headteacher

- 3.1** It is the headteacher's role to implement the school's Equal Opportunities, Disabilities Policy and Race Equality policy and she is supported by the governing body in so doing.
- 3.2** It is the headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 3.3** The headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- 3.4** The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in worship time, where respect for other people is a regular theme, and in displays shown around the school.
- 3.5** The headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

4 The role of the class teacher

- 4.1** The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 4.2** When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images and that challenges stereotypical images.
- 4.3** When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example: history topics in our school include examples of the significant contributions women have made to developments in this country's history, during geography topics the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world, science topics include examples of significant female scientists and scientists from other ethnic groups, and RE topics include other faiths than Christianity
- 4.4** All our teachers challenge any incidents of prejudice or racism. We record any serious incidents in the school log book (Headteacher's room), and draw them to the attention of the headteacher. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

5 Monitoring and review

- 5.1 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 an annual basis on the effectiveness of this policy;
 - respond to any complaints regarding equal opportunity issues from parents, staff or pupils;
 - monitoring the school behaviour and exclusions policy, so that no pupils are treated unfairly.

Date of policy: September 2014

Date of review: September 2019

This policy was formulated in consultation with the Headteacher and teaching staff.

This policy was accepted by the Governing Body at their meeting on Wednesday 19th November 2014, and will be reviewed in 5 years.

Signed

Chair of Governors

Signed

Headteacher