



Reach for the Stars

Policy Document: Equal Opportunities

2019

Monitor: Headteacher

Governor Link: Standards and Curriculum Committee

1 Aims and objectives

- 1.1 At Cheswardine Primary and Nursery School we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socioeconomic background.
- 1.2 We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their ability to participate fully in school life.
- 1.3 We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.
- 1.4 At Cheswardine Primary and Nursery School we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.
- 1.5 Children show their commitment to equality and issues are taken seriously by the whole community
- 1.6 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.7 We challenge stereotyping and prejudice whenever it occurs.

2 Equality in Teaching and Learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- 2.1 Ensuring equality of access for all pupils and preparing them for a life in a diverse society.
- 2.2 Using materials that reflect the diversity of the school, population, local and global community without stereotyping.
- 2.3 Promoting attitudes and values that challenge any discriminatory behaviour or prejudice.
- 2.4 Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- 2.5 Seeking to involve all parents in supporting their child's education.
- 2.6 Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.
- 2.7 We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. County forms will be filled in outlining the incident, and sent to required department.
- 2.8 Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

3 Equality in Admissions and Exclusions:

- 3.1 Our admission arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.
- 3.2 Any exclusion process will be monitored and challenged to prove it is a non-discriminatory action, taken after due diligence and process.

4. The role of governors

It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by:

- 4.1 Monitoring the staff appointment process, so that all staff appointments and promotions are made on the basis of merit and ability and in compliance with the Equality Act 2010 and the Public Sector Equality Duty which recognises discrimination cannot occur due to protected characteristics (race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment).
- 4.2 The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- 4.3 The governors welcome all applications to join the school, whatever background or disability a child may have.
- 4.4 The governing body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.
- 4.5 The LA HR Policy on Equality has been agreed and is monitored by the governors.

5. Public Sector Equality Duty

The equality information, the school's ethos and values along with the accessibility plan its associated action plan and the Special Education Needs and Disabilities (SEND) information demonstrates the school's commitment to the Public Sector Equality Duty.

Refer to: SEND Policy 2018
HR Equality Policy
Pupil Premium Grant Strategy 2018/19
School Development Plan 2018/19
Anti-Bullying Policy

Written by Rachael Williams (Headteacher) March 2019

Agreed by:.....

Date:.....

Staffing, Curriculum and Standards Committee

Review set for: March 2021