



St Weonard's Primary School

Equal Opportunities Policy

**Agreed: September 2018
Reviewed Annually**

EQUAL OPPORTUNITIES POLICY

We at St Weonard's Primary School are committed to Equal Opportunities for ALL involved within the school.

We believe that the school should be open to all children and their families, and to all teachers and others committed to their welfare. We aim to ensure that all who wish to work in the school have an equal opportunity to do so.

Admissions

The school is open to every family in the local community, and to any other out-of-zone admissions, with an equal opportunity to those for whom a space is available. Further details are given in our Admissions Policy.

Employment

The school will appoint the best person for the job and will treat fairly all applicants for the job, and all those appointed.

A commitment to implement this policy will form part of all Job Descriptions.

When making any appointment the school will complete any Equal Opportunities Monitoring Forms required by the authority.

The Curriculum

It is part of our stated School Ethos that -

In St Weonard's Primary School everybody's contribution is considered to be important to our positive ethos and happy atmosphere – from children, cleaners, lunchtime supervisors, secretary, teaching assistants, Governors, teachers etc. We think of ourselves as one family with everybody helping each other to achieve their full potential.

To which we add that in all curriculum areas the children will have an opportunity to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to explore, acknowledge and value similarities and differences between themselves and others.

Further reference to Equal Opportunities will be found in our Curricular Policies.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-cultural society. Materials will be selected to help develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Special Needs

We recognise that there is a wide range of special needs of children and their families in the community, and will do all it can to meet these needs.

The building itself is quite well designed to facilitate the use by pupils and parents with disabilities. We will do all that we are able to ensure that all pupils are able to access the school and its curricula.

Festivals

We aim to show respectful awareness of all major events in the lives of the children and families in the school and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

In order to achieve this, we aim to acknowledge all the festivals which are celebrated in our area.

Without indoctrination in any specific faith, the children will be made aware of the festivals which are celebrated by their own families and others, and will be introduced where appropriate to the stories behind the festivals, often through the RE curriculum.

Children and families who celebrate at home festivals with which the rest are not familiar will be invited to share their festival with the rest of the class or school, if they themselves wish to do so.

Children will be encouraged to welcome a range of different festivals, together with the stories, celebrations and special food and clothing they involve, as part of RE and assemblies.

Discriminatory behaviour / remarks

These are unacceptable in school.

Any response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

A detailed analysis of these responses is given in the Racial Discrimination Policy and a similar approach would be adopted in all areas of discrimination. See also our Behaviour Policy.

Language

Information, written or spoken, will be communicated in as many languages as necessary. Bilingual / multilingual children and adults are an asset, they will be valued and their languages recognized and respected.

Where a language is not spoken by a member of staff we will seek support and advice. Written communications will be translated, wherever necessary, using an appropriate computer program.

Food

Medical, cultural and dietary needs will be met on all occasions where it is relevant.

Conclusion

This policy makes reference to other school documents, which refer to issues considered here. These should be read in conjunction with this policy when considering issues of Equal Opportunities. These include –

- Admissions Policy
- Racial Discrimination Policy
- Behaviour Policy
- Curricula Policies

The policy will be reviewed annually and any changes passed to the Governors for further approval.