

Equal Opportunities

At Black Firs Primary 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 socio-economic background.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At Black Firs Primary School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

Equality in Teaching and Learning

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

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability or socio-economic background.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

Black Firs Equality Objectives 2024-2026

- To promote equity, diversity and inclusion within the curriculum and resources with specific reference to SEND, disadvantaged pupils, race, religion, different family models and gender and reduce any homophobia, sexism and racism by children in school.
- To promote our Black Firs values of **Mastery, Generosity, Independence and Belonging** alongside the British Values of **Democracy, Rule of Law, Respect and Tolerance, Individual Liberty**.
- Recognise, respect and celebrate differences.
- Foster positive attitudes and relationships and a shared sense of cohesion and belonging in our diverse community.
- Observe good equalities practice in staff recruitment, retention and development.