



Equal Opportunities Policy 2023-2024

Introduction

Grange Moor Primary School is committed to giving all our children every opportunity to achieve the highest standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. This policy is intended to help to ensure that this school promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

This policy accords with legislation:

Race Relations (Amendment) Act 2000;

Disability Discrimination (Amendment) Acts 2002 and 2005

Sex Discrimination Act 1975.

Equality Act 2010

Aims and objectives

We do not discriminate against anyone, be they staff or pupil or parent, based on ethnicity, religion, attainment, age, disability, gender or background.

We promote the principle of fairness and justice for all through the education that we provide in our school.

We recognise that doing this may entail treating some pupils differently.

We seek to ensure that all pupils have equal access to the school's full range of educational opportunities.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.

We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone.

We challenge personal prejudice and stereotypical views whenever they occur.

We value each pupil's worth, celebrate the community's individuality and cultural diversity centered on our school, and show respect for all minority groups.

We know that prejudice and stereotyping are caused by poor self-image and ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.

Racial equality

In our school, we will:

- ✦ strive to eliminate all forms of racism and racial discrimination;
- ✦ promote equality of opportunity;
- ✦ promote good relations between people of different racial and ethnic groups

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures (see policies for Racial Equality and for Behaviour and Discipline).

We endeavor to make our school welcoming to all minority groups. Thus, for example, we will immediately remove any offensive graffiti that we may find in school. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.

Our curriculum reflects our attitudes, values and respect for minority ethnic groups. So, for example, in the curriculum topic on religious festivals, the children learn the importance of Diwali to Hindus and Sikhs.

Disability non-discrimination

Some children in our school have disabilities. We are committed to meeting the needs of these children as we are to meeting the needs of all within the school. The school fully meets the requirements of the amended Disability Discrimination Act that came into effect in 2005. All reasonable steps are taken to ensure that these children are not placed at a substantial disadvantage compared with non-disabled children.

The school is committed to providing an environment that allows disabled children full access to all areas of learning.

Teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or modify teaching materials, or offer alternative activities where children are unable to manipulate tools or equipment.

Gender equality

We recognise that nationally, boys' achievement is falling behind that of girls. We are committed to seeing all individuals and groups of pupils making the best progress possible in our school.

We realise that although gender is one of the key factors affecting educational performance, it affects different sub-groups of boys and girls in different ways. Social class, ethnic origin and local context are strongly linked to performance. We also seek to ensure that policies designed to improve the boys' attainment do not do so at the expense of achievement by the girls.

The role of governors

In this policy statement, the governing body has set out its commitment to equal opportunities, and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.

The governing body analyses and evaluates a range of school data. We check that all pupils are making the best possible progress and that no group of pupils is underachieving. To do this, we monitor:

- ✦ attainment;
- ✦ Rewards and sanctions;
- ✦ parents' and pupils' questionnaires

The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment properly accommodates people with disabilities.

The governors welcome all applications to join the school, whatever background or disability a child may have. The governing body ensures that no child is discriminated against whilst in our school because of their sex, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniforms will be applied equally to boys and girls. If a child's religion has a bearing on school uniforms, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

The role of the Headteacher

It is the headteacher's role to implement the school's policy on equal opportunities, and he is supported by the governing body in so doing.

The headteacher must ensure that all staff know the school policy on equal opportunities and that teachers apply these guidelines fairly in all situations.

The headteacher ensures that all appointment panels give due regard to this policy so that no one is discriminated against.

The headteacher promotes the principle of equal opportunity when developing the curriculum and in providing opportunities for training.

The headteacher promotes respect for other people in all aspects of school life; in the assembly, respect for other people is a regular theme, as it is also in displays around the school.

The headteacher views all incidents of unfair treatment and any racist incidents with due concern.

The role of the class teacher

Class teachers recognise their own prejudices but do their best to ensure that all pupils are treated fairly and respectfully. We do not knowingly discriminate against any child.

When selecting classroom material, teachers strive to provide resources that give positive images and challenge stereotypical images of minority groups.

We seek to implement this policy when designing schemes of work, both in our choice of topics to study and in how we approach sensitive issues. So, for example, history topics include examples of women's significant contributions in this country's history. In geography, 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.

All our teachers and support staff challenge any incidents of prejudice or racism. We record any incidents on CPOMs and draw them to the immediate attention of the headteacher.

Monitoring and review

It is the responsibility of our governing body to monitor the effectiveness of this policy. The governors will, therefore:

- ✦ monitor the progress of pupils from minority groups, comparing it with the progress made by other pupils in the school;
- ✦ monitor the staff appointment process so that no one applying for a post at this school is discriminated against;
- ✦ require the headteacher to report to governors on the effectiveness of this policy;
- ✦ take into serious consideration any complaints from parents/carers, staff or pupils regarding equal opportunity;
- ✦ monitor the school's behaviour policy and the number of exclusions to make sure that pupils from minority groups are not unfairly treated.

This policy will be reviewed by the governing body every year or earlier if it is considered necessary

Next review date: September 2024