



Longmoor Community Primary School Equal Opportunities Policy

INTRODUCTION

Longmoor Community Primary School is more than a school – it's a welcoming and inclusive learning community, committed to promoting equality of opportunity for the benefit of all. It is part of our ethos to respect and value each person as an individual human being with their own gifts and challenges.

We have a responsibility to prepare our pupils for life as citizens of our culturally diverse society, including promoting the fundamental British values of democracy, individual liberty, rule of law and mutual respect and tolerance of those of other faiths and beliefs.

The school recognises the protected characteristics as detailed in the Equality Act 2010 and is opposed to all forms of discrimination both direct and indirect against any person or group of people on the grounds of race, gender, faith, disability, gender reassignment, sex, age, sexual orientation or background.

The school also recognises the opportunity to demonstrate this commitment as an employer.

AIMS/PRINCIPLES

- We do not discriminate against anyone on the grounds of race, gender, faith, disability, gender reassignment, sex, age, sexual orientation or background.
- We promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that this may entail treating some pupils differently.
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 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, we celebrate the individuality and cultural diversity of the community centred on our school, and we show respect for all minority groups.

- We are aware that prejudice and stereotyping are caused by poor self-image and by 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.
- We do not tolerate any forms of racism or racist behaviour. Should an incident occur, we will deal with it in accordance with school procedures and local authority guidelines.

Curriculum and Learning

The school ensures that each pupil has equal access to all areas of the curriculum. We pay careful attention to the balance between any requirement for individual pupils to work outside the class or have individually-supported work at appropriate times and their right to be integrated within their class.

We are sensitive to the needs of pupils from minority ethnic, cultural or religious groups, for example, in opting out of our Christian acts of worship. Our curriculum is designed to teach a positive understanding of other faiths and beliefs.

We promote positive attitudes by all towards disability. We make all reasonable adjustments to help disabled pupils integrate with their class and access their full curriculum entitlement, including bringing in other professionals to support us in making appropriate provision for them.

Behaviour

Our Behaviour Policy takes into account the school's legal duties under the Equality Act 2010, including that all forms of prejudice-motivated bullying are taken seriously and dealt with equally and firmly. We will report instances of racial or homophobic bullying to our governing body and to Liverpool local authority through their formal report procedure.

Staff, governors, parents and other visitors

The School's personnel practices, including recruitment, retention and remuneration, are carried out in accordance with the Local Authority's (LA) Equal Opportunities in Employment Policy.

We operate an open school policy and all governors, parents and other members of the community are encouraged to become involved in school activities.

The main school building allows wheelchair access and toilet facilities suitable for a wheelchair are available on the ground floor and first floor. We also have a wheelchair-accessible passenger lift. Through our Health and Safety Policy we endeavour to minimise hazards for the less able bodied by keeping routes through the building clear of obstructions.

Review date: May 2022