

St John's C of E Primary School



Policy
For
Equal
Opportunities

Policy written by: JH

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As members of society it is important that every effort is made to ensure that as teachers we are aware of our responsibilities in promoting equal opportunities for all individual racial and ethnic groups.

Within the philosophy of St. John's it is recognised that all children are entitled to full access to the curriculum regardless of race/religious belief, gender, physical ability or special needs.

It is recognised the need of the individual child must be met.

Incidents of racism or sexism will be dealt with in a sensitive manner. Incidents will be recorded.

The SEAL curriculum will help to promote a positive image of all members of society, with particular reference to race/religious belief, gender, physical ability and special need.

As a Church of England school R.E. is an important curriculum area and is predominantly involved with Christian teaching but this does not and should not exclude the consideration of other faiths as and where the need arises, indeed the RE policy and scheme specifically refers to the study of other faiths.

AIMS OF A MULTI-CULTURAL & EQUAL OPPORTUNITIES POLICY

1. To treat all pupils equally
2. To encourage an atmosphere of tolerance of racial, cultural and religious differences.
3. To adopt systems, procedures and practices which are fair to all.
4. To be aware of, and recognise the value of the achievements of other cultures and nations.
5. To teach an appreciation of the uniqueness of everyone as an individual and that we share an underlying humanity.

6. To recognise that multi-cultural education is not a separate subject but should permeate all areas of the curriculum.
7. To develop an awareness and an environment where all individuals are of equal value and importance, irrespective of sex, colour, language, belief or ability.
8. To provide a curriculum which offers equal opportunities to all.

Equal Opportunities Policy

Resources

Current resources and new acquisitions should ensure the promotion of a positive image regarding race, gender and special need.

Resources should meet the need of all the children, particularly those with a special need, to ensure full access to the National Curriculum for all children.

Environment

It is ensured that the environment reflects the school's commitment to a policy of equal opportunities for all.

Displays reflect a positive image of race/religious belief, gender, physical ability and special need.

All children are given the opportunity to contribute to display throughout the school and their contributions are valued.

The school buildings are fully compliant with DDA arrangements.

Staff

Every member of staff, teaching or non-teaching has a valued contribution to make to the life of the school.

It is recognised that the professional development of all staff enriches the resources of the school as a whole and this development is supported wherever possible.

The staff are aware of the dangers of allowing stereotypes to influence their expectations of pupils and therefore ensure that all pupils are offered equal opportunities.

Race/religious belief

The school records every incident of racism. Reports are sent to the LEA for monitoring.

The school ensures that staff expectations of different race/religious belief groups are no different.

Gender

Planning of the curriculum is monitored to ensure that there no gender bias in timetabling or subjects.

Test scores are analysed to compare boys and girls results within the school, similar schools and national results.

Physical ability

The school ensures that every child regardless of their physical ability has full curriculum access e.g. swimming / P.E.

Special needs

The school provides resources to cater for children of every ability. In teaching and learning children with special needs should be considered and planned for.