

*'...those who hope in the LORD will renew their strength.
They will soar on wings like eagles; they will run and not grow weary,
they will walk and not be faint.'* Isaiah 40:31

connect | nurture | aspire | learn | excel | hope



Reculver Church of England Primary School



Equal Opportunities Policy

Date adopted by Local Governing Body: April 2016

Date of next Review: April 2018



Introduction

We are a Church of England school committed to excellence. Working in partnership with parents, we provide a happy, stimulating environment rooted in Christian values. All are cared for and nurtured spiritually, morally, intellectually, physically, socially and emotionally. We are a school with high expectations for all and where all are valued as individuals.

Our school's mission statement talks of valuing the individuality of all of our children. At Reculver CE Primary School, we are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils varied experiences and needs. We offer a broad and balanced curriculum. The achievements, attitudes and well-being of all our children matter. This policy is intended to help to ensure that this school promoted the individuality of all children, irrespective of special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability, (as defined by 2010 Equality Act).

This policy accords with legislation: The Equality Act 2010

Aims and Objectives

We do not discriminate against anyone, be they staff, pupil or parent/carer, on the grounds of 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 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 prejudice views whenever they occur.

We value each pupils worth, we celebrate the individuality and cultural diversity of the community centred on our school and we show respect for all.

Racial Equality

In Reculver Primary 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.

We endeavour to make our school welcoming to all ethnic groups. 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 the attitudes, values and respect that we have for the ethnic groups.

Disability Non-Discrimination

Some children or staff in our school may have or may develop disabilities. We are committed to meeting the needs of those in our care. The school fully meets the requirements of the disability component of the Equality act 2010. All reasonable steps are taken to ensure that people with disabilities are not placed at a substantial disadvantage compared to those who are not disabled.

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 with advice from the OT.

The school will make reasonable adjustments for staff and children who may have disabilities compliant with the Disability component of the Equality Act 2010.

Gender Equality

We have put in place a number of measures to bring into equilibrium any imbalance between any groups that may arise from time to time. Eg: Boys writing project or addressing the low aspirations of girls.

The Role of the Governing Body

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 and that no group of pupils is underachieving. To do this we monitor:

- Admissions
- Attainment
- Exclusions

The Governing Body and Head Teacher seek to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The Governing Body take all reasonable steps to ensure that the school environment properly accommodates people with disabilities.

The Governing Body and Head Teacher has a duty to secure, preserve and develop the character of the school. This duty is currently carried out in respect of employment under the powers accorded to the Governing Body by the School Standards and Framework Act 1998, Section 60.

As part of this duty and in order to promote the school's Christian ethos, preference may be given to professionally competent applicants for teaching posts who are fully supportive of the ethos of the school as a Church of England School. Applicants for teaching posts may be asked about their willingness and ability to support the ethos of the school. All teaching staff will be expected to behave in a manner that is compatible with the ethos of the school.

The Governing Body and Head Teacher welcome all applications to join the school, whatever background or disability a child may have.

The Governing Body and Head Teacher ensure that no child is discriminated against whilst in our school on account of their gender, religion or race. If a child's religion has a bearing on school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

The Role of the Head Teacher

It is the Head Teacher's role to implement the school's policy on equal opportunities and they are supported by the Governing Body in so doing.

It is the Head Teacher's role to make sure that all staff are aware of the school policy on equal opportunities and that teachers apply these guidelines fairly in all situations.

The Head Teacher ensures that all appointments panels give due regards to this policy.

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

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

The Head Teacher views all incidents of unfair treatment and any racist incidents, with due concern.

The Role of the Class Teacher

Class teachers ensure that all pupils are treated fairly and with respect.

When selecting classroom material, teachers strive to provide resources which give positive images of equality.

All our teachers and support staff challenge any incidents of prejudice or racism. We record any incidents in the school log book and draw them to the attention of the Head Teacher.

Incidents of a racial or homophobic nature are reported to the LA using the appropriate forms.

Monitoring and Review

It is the responsibility of our Governing Body to monitor the effectiveness of this policy. The Governing Body will therefore:

- Monitor the progress of pupils from minority groups, comparing it to 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
- Take into serious consideration any complaints from parents, staff or pupils regarding equal opportunity
- Monitor the schools behaviour policy and the numbers of exclusions to make sure that pupils from minority groups are not unfairly treated

Signed..... Date.....
(Chair of Governing Body)

Signed..... Date:.....
(Head Teacher)

