



PEASEDOWN ST JOHN PRIMARY SCHOOL (Achieving Excellence for Ourselves and Others)

EQUAL OPPORTUNITIES POLICY

This policy should be read in conjunction with the school's Equalities Scheme, Inclusion Policy, SEN Policy, Racial Equality Policy, Able Pupils Policy and Behaviour Policy.

Rationale

We commit ourselves to creating equality of opportunity for all in our school community (children, staff, parents etc.) and recognise the equal rights of every individual. In creating an institution which values and practices equal opportunity, we are providing learning and experiences for children to apply to their own lives and future.

"The school has an outstanding ethos of care. Each pupil is valued as an individual and this underpins the outstanding personal development of all pupils." - Ofsted Report (Dec. 2007)

Purpose

- To recognise and value each person's contribution to the life of the school and the community.
- To explore and challenge thinking to ensure equality of opportunity.
- To ensure that each individual is challenged and supported.
- To promote respect for other people's feelings, views, values and beliefs.
- To celebrate individual success.
- To promote positive self-images.
- To promote a school atmosphere free from oppressive behaviour, such as bullying, sexism or racism.
- To provide opportunities, models and guidance in:
 - Forming constructive relationships with one another
 - Reflecting and understanding the impact of what they do on others.

Aims and Values

The vision and goals for our School were agreed in April 2000 with the involvement of the whole school community of pupils, parents, staff, governors and friends of the school. The detailed wording was completed by a variety of working parties during June 2000. The agreed wording, which is our commitment to achieving the highest possible standards for ourselves and others, is:

"Achieving excellence for ourselves and others."

Our aim is to eliminate unlawful discrimination and to promote equal opportunities and good relations in all areas of school life, including:

- Progress, attainment, and assessment;
- Behaviour, discipline, and exclusion;
- Pupils' personal development and pastoral care;
- Teaching and learning;
- Admission and attendance;

- The curriculum;
- Staff recruitment and professional development;
- Partnerships with parents/ guardians and communities

The Governors are responsible for:

- Ensuring that the school complies with all Acts relating to Equal Opportunities in Schools,
- Ensuring that this policy and its related procedures and strategies are implemented.

The Head teacher is responsible for:

- Making sure the race equality policy is readily available and that the governors, staff, pupils and their parents/carers know about it;
- Implementing the policy and its related procedures and strategies,
- Encouraging, supporting and helping all pupils and staff to reach their potential,
- Ensuring that all staff are aware of their responsibilities and are given appropriate training and support,
- Taking appropriate action in any cases of harassment and discrimination.

The Inclusion Leader is responsible for:

- Actively tackling any discrimination, and promoting equal opportunities,
- Working with parents and guardians and with the wider community, to tackle discrimination and to follow and promote good practice,
- Making sure that the policy and its procedures are followed,
- Ensuring that any Racist Homophobic or Disablist incidents are recorded on the Bath and North East Somerset Incident Reporting Form and reported to Inclusion Support Services.
- Monitoring the progress and achievement of all our minority groups/vulnerable pupils.

All staff are responsible for:

- Promoting equal opportunities and good relations in school,
- Keeping up to date with equal opportunities legislation by attending training and information opportunities,
- Dealing effectively with any racist/homophobic/disablist incidents
- Reporting any racist/homophobic/disablist incidents to the Inclusion Leader or the Head Teacher.