

# CALSHOT PRIMARY SCHOOL

## Equal Opportunities Policy



'At Calshot we aim to provide the highest quality of learning and care for ALL children in a safe and enjoyable environment, nurturing personal values, in partnership with parents, carers and the wider community. We expect everyone in our school to strive to achieve their full potential.'

## **Equal Opportunities Policy**

Calshot Primary School is committed to promoting equal opportunities for all stakeholders in the school community.

### **Aims and Values:**

- Promote an understanding of the principles and practices of equality, irrespective of religion, ethnicity, class, gender, ability, disability, sexual orientation or family background
- Equip pupils with an awareness of our diverse society and help them to appreciate the value of difference
- Strive to promote an ethos of mutual respect, tolerance and understanding in order to help promote a school and a society in which there is social, religious and racial harmony
- Ensure that every aspect of school has an equal opportunities dimension; this may be expressed explicitly in teaching materials and displays; implicitly in classroom practice, or as part of the social interaction amongst and between staff and pupils
- Develop self-confidence and raise self esteem, so that all pupils and staff feel confident enough to express and question views
- Educate, develop and prepare all our pupils for life, whatever their ability, ethnicity, gender, gender identity, class, disability, sexual orientation, religion/belief or cultural background
- Ensure that all pupils are seen as individuals and that their care and education is developed in direct relation to their needs
- Ensure that the principles and practices of equal opportunities apply to **all** members of the school community
- Avoid presenting stereotypical images
- Raise awareness of disability and its implications
- Ensure that the needs of SEND pupils are met in line with the Code of Practice
- Ensure that the needs of gifted and talented pupils are met

### **Strategies to Implement the Policy**

At Calshot Primary School we will aim to:

- Make provision within the curriculum to address issues of Equal Opportunities
- Ensure that Equal Opportunities are considered when purchasing additional resources
- Value each individual pupil and their differences
- Award prizes to celebrate the success and achievement of individuals

- Make provision within the curriculum to teach positively about religion and cultures, including the celebration of major festivals
- Use Circle Time and other class discussions to promote acceptance and understanding
- Promote positive images of people with disabilities, special needs and those from ethnic minority groups
- Provide resources which reflect people with disabilities, special needs and those from ethnic minority groups
- Encourage liaison with parents and links between home and school
- Differentiate activities within the curriculum to enable all pupils to achieve success
- Make provision for gifted and talented pupils
- Allow access to continuing professional development for all staff

### **Discrimination**

All forms of discrimination by any person within the school's responsibility will be treated seriously, as such behaviour is unacceptable. Racist symbols, badges and insignia on clothing and equipment are forbidden in school. Staff should be aware of possible cultural assumptions and bias within their own attitudes. In all staff appointments, the best candidate will be appointed based upon a strict professional criteria. The Head Teacher will ensure that recruitment procedures, advertisements, short listing and interview procedures are without any hint of direct or indirect discrimination. During employment it will be unlawful to discriminate on the ways in which opportunities for promotion or training are offered. It will be unlawful to discriminate in dismissals, particularly in redundancy scenarios. All cases of discrimination or prejudice will be taken seriously and dealt with, as appropriate, according to Local Authority procedures.

THIS POLICY SHOULD BE APPLIED IN CONJUNCTION WITH THE POLICIES FOR INCLUSION, RACE EQUALITY, BEHAVIOUR AND RHSE.

**Date ratified by the Full Governing body: 18<sup>th</sup> May 2020**

