



Equal Opportunities Policy

Revised by: Mr N Tomlinson & Board of Governors
Date: December 2017

| Date | Policy reviewed: | Policy amended: |
|---------------|------------------|-----------------|
| December 2019 | | |
| December 2021 | | |
| December 2023 | | |



PRINCIPLES

We want all our pupils to achieve their full potential at Cumber Claudy Primary School. Our expectations, practices, attitudes and environment will ensure that no-one is put at a disadvantage and that every pupil has the same opportunities as his or her peers.

At Cumber Claudy Primary School;

- Every member of the school community is of equal value.
- Every child has the right to equal access to, and participation in, all aspects of school life.
- We can help to raise the self-esteem, expectations and performance of adults and pupils in the school through the promotion of equal opportunities.
- We endeavour to make the school a place where all children and adults feel welcomed and valued, regardless of;
 - Age
 - Ability
 - Gender
 - Race
 - Religion
 - Denomination
 - Culture
 - Social and Economic home backgrounds
 - Level of ability
 - Sexual orientation
 - Disability

This policy is developed in conjunction with EA's Equal Opportunities policy guidelines and in conjunction with the following school documentation;

- Promoting Positive Behaviour Policy
- Anti-bullying Policy
- Staff Code of Conduct
- Child Protection Policy



EQUAL OPPORTUNITIES IN PRACTICE

Curriculum and Resources

- The starting points for the curriculum are the pupils' needs, abilities and interests. The curriculum is differentiated where appropriate with this in mind.
- We include a broad multi-cultural dimension across the curriculum, learning about and celebrating festivals and customs and learning about belief systems.
- We make time available to discuss relevant issues, e.g. gender stereotyping, racism, name-calling etc.
- We ensure that curricular materials, such as books and web-sites, reflect the diversity of society. Subject co-ordinators and the principal review continually the appropriateness and balance of resources in each curriculum area.
- We promote non-stereotypical views of gender, home background, race, ability etc.
- All pupils have the opportunity to achieve their highest standards and are assessed to using a wide range of assessment tools. The school ensures that assessment tools and methods are free of gender, cultural and social bias, and are in line with current accepted practices and guidelines.

Organisation and Management of the School Environment

- We have high expectations of all pupils and are aware of their different needs and abilities, thus we can provide clearly differentiated tasks when appropriate.
- We are aware of the time and attention which needs to be given to **all** children.
- We provide additional support where necessary.
- The school management will work in partnership with others to promote equality of opportunity and to oppose all forms of oppressive behaviour, prejudice and discrimination.
- Opportunities are given for children to work with staff of both sexes.
- We aim to reflect our multi-cultural society in displays and to promote positive balanced images of all peoples and cultures.
- We make every effort to create an atmosphere of mutual respect and trust.
- Instances of harassment, of whatever nature, name-calling or other abuse will be quickly dealt with and followed up, in accordance with the school's 'Promoting Positive Behaviour' Policy.
- Teaching and other groupings, such as dinner queues, assembly seating, lines for dismissal, classroom seating and playground areas are organised on the basis of criteria other than gender. Equality between the sexes is recognised when giving/delegating responsibility and noting the achievements of both staff and children.



Parents and Community

- We endeavour to make all parents and new families feel welcome.
- Comprehensive information about pupils' ethnicity, first language, religion, physical needs, diet etc. is included in all admissions forms.
- We encourage all parents (regardless of gender or background) to become involved in the school's PTFA and Governing body.
- Meetings for parents are made accessible to all. Parental involvement is monitored to ensure the participation of all groups.
- Provision is made for leave of absence for religious observance which includes staff as well as pupils.

Staff

- We ensure that the school's recruitment, selection and promotional procedures are based upon good equal opportunities practice and in line with statutory duties and EA guidelines.
- The skills of all staff, including support and part-time staff are recognised and valued. All staff are encouraged to share their knowledge, talents and strengths.
- Staff are encouraged to value everyone in the school and build up and maintain cooperative working relationships both within school and in the community, such relationships being based on mutual respect for each other.
- All teaching and non-teaching posts are not sex-specific. Both men and women are encouraged to teach all age groups and each Key Stage. All staff have access to Staff Development opportunities.
- The school's equal opportunity policy is adhered to by all staff, and the staff are involved in the development and review of the policy.
- The staff code of conduct for the school will be adhered to. This code of conduct outlines how each member of staff should respect each individual and respect diversity. Staff who do not follow the code of conduct will be dealt with through the school's disciplinary procedures.

Pupils

- Pupils are encouraged to value everyone in the school and build up and maintain co-operative working relationships both within school and in the community, such relationships being based on mutual respect for each other.
- Our PDMU programmes, including regular circle time in all classes, allow pupils to consider and reflect on equal opportunity issues.
- Our pupil council gives a forum for children to raise and discuss issues and to ensure that equality of opportunity is respected.
- Pupils who act in a way which shows a lack of respect for the rights of others will be dealt with in accordance with our Promoting Positive Behaviour policy and Anti-Bullying Policy.