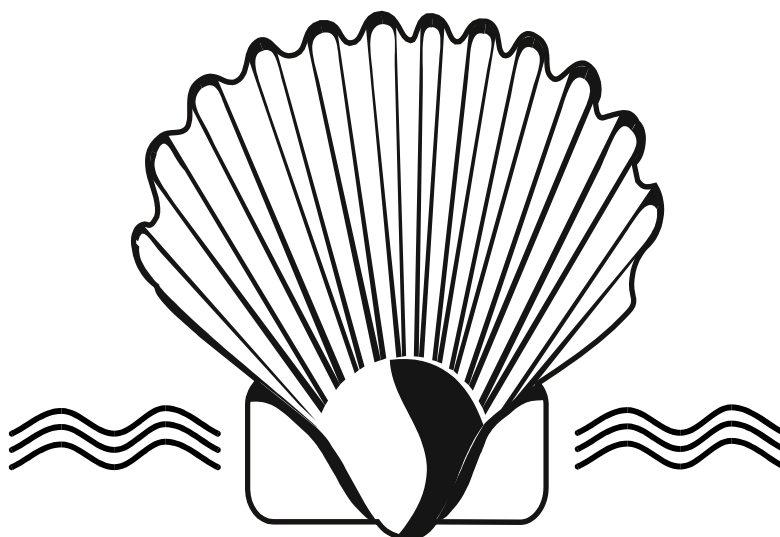


Deeping St James Community Primary School



EQUAL OPPORTUNITY POLICY

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Introduction

The Equal Opportunity Policy is applicable to all those who work at Deeping St James Community Primary School whether they be pupil, teaching or non-teaching staff, voluntary helpers or Governors.

At Deeping St James Community Primary School we aim that everyone can develop a positive identity and feel pride in the themselves, the school and the community.

1. Statements of Principle

- Discrimination on the basis of colour, culture, origin, sex or ability/disability in this school is unacceptable. Further, the former should not be read as a definitive list.
- “Equal Opportunities” should be taken to include all the categories above.
- “Discrimination” should be taken to mean being treated less favourably as defined in the Sex Discrimination Act 1975 and the Race Relations Act 1976.
- Every pupil and adult will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for, and appreciation of, each other as individuals.
- The primary objective of this school will therefore be to educate, develop and prepare all our pupils, whatever their sex, colour, culture, origin or ability, for life.
- An equal opportunities philosophy will be practised by all staff and adults working in the school
- The school acknowledges the complexity of our society and recognises that it would be failing the pupils if it did not prepare them for their integral part in society.
- The school is committed to emphasising the common elements and values of our multiple culture.

2. The Aim

The aim of Deeping St James Community Primary School is to equip pupils with an awareness of an increasing diverse society and of presenting the world as it is and as how we would like it to be. On such foundations, it is hoped that pupils will develop their own attitudes to a pluralistic society.

3. Practice

Admission

The school follows the Lincolnshire CC Admission Policy and does not permit sex, race, colour or disability to be used as a negative criteria for admission.

Registration

Pupils' names should be accurately recorded and correctly pronounced. Pupils and staff should be encouraged to accept and respect names from all cultures.

Discrimination

All forms of discrimination by any person within the school are to be treated seriously. It should always be made clear to offending individuals that such behaviour is unacceptable.

Parents should be aware of the school's commitment to equal opportunities.

4. Staff

- In all staff appointments, the best candidate will be appointed, based upon strict professional criteria.
- The school values diversity amongst the staff.
- All staff should be aware of possible cultural assumptions and bias within their own attitudes.
- The staff development programme should enable everyone to recognise the ways in which pupils may be denied equal opportunities in academy because of their gender, class, race, religion, etc.

5. Curriculum

- All pupils must have access to the school's curriculum.
- Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil.
- The curriculum, including those aspects relating to Spiritual, Moral, Social and Cultural, must be balanced, objective and sensitive.
- The curriculum should engage pupils in a way, which is sympathetic to their particular need.

6.The Language

- The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families.
- Staff should be conscious of any racist or sexist connotations in the language they themselves use.
- Bilingualism should be regarded as advantageous and when necessary/appropriate staff should have access to speakers of a variety of languages for the purpose of advice, translation and interpretation.

7. Resources

- Whenever possible, staff should ensure that the resources used in all curriculum areas are multicultural and non-sexist, containing positive images of all groups. At a very early age, this is especially important in reading books of which the children have daily access as they make their first formative impressions.
- Variety should be evident in the morals, stories and information offered to pupils.
- Pupils should have access to accurate information about the similarities and differences between cultural groups.

8. Conclusion

- The school should be a safe and reassuring place for all pupils, parents and those who work and come into contact with it.
- The school will enable all staff to offer to pupils and parents a warm welcome by developing an understanding and respect for their culture, values and beliefs.
- The school, being aware of its place in a multicultural society, will ensure that this awareness is reflected in every fact of academy life, be it curriculum display, play relationships ,resources sport, etc.
- The school's aim is to provide for all pupils according to their needs, irrespective of sex, ability or ethnic

Reviewed: September 2019