Southcote Primary School

Equal Opportunities Policy (including Race Equality)

Introduction

This policy was written by the staff and governors in 1993 and updated in February 2006, June 2007 and again in January 2009 and January 2010 in response to our commitment to the belief that all children and staff and other stakeholders irrespective of age, gender, race, disability, culture or religion should be treated equally. The policy will be reviewed bi-annually.

Aims.

To provide equal opportunities for all children as a fully inclusive school fully supporting Every Child Matters.

All children regardless of age, gender, race, disability, culture or religion should have full entitlement to access the National Curriculum in order that each individual may achieve his/her full potential.

All staff including ancillary staff will provide a positive role model and avoid stereotyping.

The Headteacher and/or governors will take positive action on any form of discrimination.

All staff will be entitled to professional development opportunities irrespective of age, gender, race, disability, culture or religion and will be treated equally. (The school will treat all stakeholders in accordance with the law of the Sex Discrimination Act, Race Relations Act, Disability Discrimination Act, Human Rights act and RBC's Equal Opportunities Policy).

All staff vacancies will be advertised and appointments and remuneration made in accordance with this policy.

The Governing Body and the school, through the Accessibility Plan, will promote modification and improvement to ensure facilities and access to all.

See also Behaviour, Bullying, SEN, EAL and Sex Education Policies.

How We Will Achieve Our Aims.

Written and oral communications will reflect the languages known to the children

References will be made to the festivals of major religions and children will be taught about different cultures using the experiences whenever possible of the children and advice from outside agencies.

All forms of discrimination will be dealt with in a positive manner by staff and racist, bullying incidents etc recorded and discussions will be held with children and parents. Racist incidents will also be recorded on the RBC incident form.

Staff will be aware of messages conveyed by role models including visitors.

All children will be given access to the National Curriculum through:

- ✓ Utilizing support services
- ✓ Providing appropriate resources
- ✓ Respecting the children's experiences
- ✓ Fostering positive attitudes to similarities and differences between people
- ✓ Providing support through using the mother tongue
- ✓ Using different teaching strategies to allow for different learning styles

Boys and girls will be encouraged to participate in all activities.

Children will be encouraged to work in different groups e.g. different abilities, friendship, cultural mix etc.

Financial support many be sought to adapt buildings to accommodate individual needs e.g. to fulfil the accessibility plan.

The school will promote empathy and understanding of cultural heritage, equal rights etc. The school will continue to promote a culture of openness, fairness and discussion through drama, role play, art etc. Staff have a commitment to raising self esteem and celebrating children's heritage through the curriculum and beyond.

Library books and reference materials should be balanced to ensure that women and men, the disabled, people of different age, race, religion and culture are shown in positive roles.

All staff and governors will be watchful and aware of any changes in our community and take responsibility for acting on change to ensure the well being of all.

The success of our policy will be evident from the attitudes and achievements of the pupils, the resources in use and day to day practice in the class and around the school and community.

Signed	L Telling	HEADTEACHER
Date	January 2013	
Review Date	January 2015	