



SMARDEN PRIMARY SCHOOL

'Enjoying, Learning and Achieving Together'

Equality Opportunities Policy

Designated Safeguarding Lead(s)	Claudia Miller (Headteacher) Sophie Young (Deputy DSL)
Reviewed by Governors	September 2020
Due for Review	September 2022

Equal Opportunities Policy

Our school is committed to all members of the school community – pupils, staff, governors and parents – having equal opportunities to develop their full potential regardless of gender, race, intellectual and physical ability or disability, social, cultural and religious identity in all aspects of the school curriculum and organisation and within the daily experiences of school life.

Aims:

- To make the school a place where everyone feels welcomed and valued and all are able to access facilities, learning opportunities and events
- To create an ethos of self and mutual respect by raising awareness of each person's worth, rights and needs
- To ensure that each pupil has access to the whole curriculum and is provided with a quality of education suited to his or her needs so all are enabled to achieve and enjoy
- To challenge intolerance, prejudice and discrimination wherever it occurs within the school and community
- To promote positive images of cultural, social and religious diversity
- To prepare all members of the school for their responsibilities and active involvement in the modern world with all its diversity

To achieve these aims we will provide:

- Learning experiences and opportunities to meet the needs of all pupils
- Differentiation to allow pupils of all abilities to achieve
- A personal and social curriculum to develop understanding, respect and tolerance
- A citizenship curriculum to develop understanding of society and community cohesion
- An ethos of respect, tolerance and equality and an appreciation and understanding of difference
- Effective role models demonstrating positive behaviour and attitudes
- Policy and procedure to underpin equal opportunities and address any incidents of discrimination or prejudice that arise
- Accessibility and awareness of the physical environment and our ability to ensure equality in access and movement around the school

The Head Teacher will:

- Ensure the equal opportunities policy is implemented
- Have clear procedures in place to ensure that staff deal with all forms of discrimination, racist incidents, harassment and prejudice, firmly and consistently and report as required
- In the termly report to Governors, report on the pattern and frequency of racist incidents or incidents of discrimination where they occur.
- Analyse pupil data, including pupil performance, attendance and exclusions, to monitor achievement and attainment of pupils according to various factors e.g. gender, racial and ethnic backgrounds, intellectual ability and aptitude
- Ensure compliance with regulation regarding discrimination and equal opportunities (race, gender, disability)

Governors will:

- Ensure that staff plan and deliver a curriculum that promotes and enables equality of opportunity
- Ensure that staff prepare the children for life in a multi-ethnic society, promoting race equality and harmony
- Ensure that the school has a clear behaviour policy and home-school agreement, which states the way in which we respond to racist incidences and prejudice and discrimination.
- Ensure that all policies underline our commitment to equality for all and comply with our statutory responsibility