



Equal Opportunities Policy

January 2016

Grand Avenue Primary and Nursery School

EQUAL OPPORTUNITIES POLICY

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Vision Statement

At Grand Avenue we are committed to Equal Opportunities for all. We firmly believe that every member of our school community has a right to be treated fairly and with due regard. Our objectives are to eliminate discrimination, (direct or indirect) harassment and victimisation. At Grand Avenue we aim to remove or minimise disadvantage which may be suffered by some individuals. We also aim to foster good relations between people from different groups.

All members of our school community will be treated fairly in respect of age, disability, socio economic background, race, gender, sexual orientation, language, religion, belief, race, and whether married or pregnant. (This policy also applies to those who have undergone gender reassignment)

POLICY

To ensure all school policies and development plans include a statement on Equal Opportunities

To promote Equal Opportunities throughout all aspects of school life.

To promote Equal Opportunities in all areas of the curriculum.

To challenge any stereotypical behaviour.

To value, respect and celebrate the diverse background of all members of the school community.

To encourage adults and children to value and respect each other.

To reduce discrimination by operating in a fair and just school community.

To strive to recruit new staff and Governors which reflect our school community.

RESPONSIBILITIES

The Senior Leadership team will

Create, review and monitor the Equal Opportunities policy, especially with regard to national and local agendas.

Assist curriculum co-ordinators when writing subject policies and ordering resources to take into account the aims of this policy.

Ensure that staff and Governors are aware of any issues or concerns regarding Equal Opportunities.

Keep up to date with current developments and initiatives.

Liaise regularly with the EAL/SEN/More Able co-ordinators regarding access to the curriculum for all pupils.

Encourage staff to challenge any form of stereotyping within the school community.

Monitor the purchase of appropriate resources throughout the school. (Giving special consideration to images and messages given through pictures and books in terms of gender, race and culture)

Ensure that procedures are in place to for dealing with behaviour contrary to the aims of this policy eg racial harassment, bullying.

Ensure that all school staff are aware of procedures when dealing with behaviour contrary to the aims of this policy.

Report to the LA any incidents of racism or discrimination

Ensure all members of the school community are aware of the school policy with regards to equality of opportunity

Governors will

Become familiar with the issues surrounding this policy.
Evaluate the success of the policy through visits to school.
Raise the topic on a regular basis at Governing Body meetings.
Ensure recruitment of new governors is in line with this policy
Regularly review the policy, alongside the SLT
Support the implementation of the policy
Ensure funding to support this policy is considered during the budget setting process.
Have a clear view of strengths and areas for development
Attend relevant training.
Ensure that this policy is fundamental to all decision making.

The class teachers and school staff will

Show in planning and teaching that equality of opportunity occurs in all lessons taught.
Challenge any behaviour displayed which is contrary to the aims of this policy.
Inform parents of any concerns they may have if children are displaying behaviour contrary to the aims of this policy.
Use carefully selected resources in all lessons aiming to eliminate any stereotyping.
Challenge or report any instances of discrimination or behaviour of adults in school which is contrary to the aims of this policy

LINKS TO OTHER POLICIES

Equality of opportunity is an intrinsic part of all aspects of school life. A statement relating to equal opportunities will be made in each school policy. It links most especially to the Code of Conduct Policy, Complaints policy, Anti-Bullying and Harassment Policy, Whistle Blowing policy and Racial Equality Statement.
This policy also needs to be read in conjunction with the schools Equality Information document and the Equality Objectives set each year.

Concluding statement

Our objective at Grand Avenue is to minimise and eliminate all aspects of discrimination. We acknowledge discrimination may occur in a variety of ways, for example, association or perception, and make it a priority to ensure that all members of our community understand and comply with our policy.