

# Crofton Junior School



## Equal Opportunities Policy

November 2021

## **1 Introduction**

**1.1** Our school's mission statement talks of valuing the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. This policy is intended to help to ensure that this school promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

**1.2** This policy accords with legislation:

Race Relations (Amendment) Act (2000);  
Disability Discrimination (Amendment) Act (2002);  
Sex Discrimination Act (1975).

## **2 Aims and objectives**

**2.1** We do not discriminate against anyone, be they staff or pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender or background.

**2.2** We promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.

**2.3** We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

**2.4** We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.

**2.5** We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.

**2.6** We challenge personal prejudice and stereotypical views whenever they occur.

**2.7** We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred on our school, and we show respect for all minority groups.

**2.8** We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes, and respect for all.

## **3 Equality in Teaching and Learning**

We provide all our pupils with the opportunity to succeed and reach the highest level of personal achievement. We do this by:

**3.1** Ensuring equality of access for all pupils and preparing them for life in a diverse society.

**3.2** Using teaching and learning materials that reflect the diversity of the school, local community and population as a whole without stereotyping.

**3.3** Promoting attitudes and values that challenge any discriminatory behaviour or prejudice.

- 3.4** Providing opportunities for all pupils to appreciate their own culture and celebrate the diversity of other cultures.
- 3.5** Seeking to involve all parents in supporting their child's education.
- 3.6** Utilising teaching approaches appropriate for the whole school population, which are reflective of our pupils.

## **4 The role of governors**

- 4.1** In this policy statement the governing body has set out its commitment to equal opportunities, and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.
- 4.2** The governing body collects, analyses and evaluates a range of school data. We check that all pupils are making the best possible progress, and that no group of pupils is underachieving. To do this we monitor:
- Admissions;
  - Attainment;
  - Exclusions;
  - Rewards and sanctions;
  - Parents' and pupils' questionnaires.
- 4.3** The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment properly accommodates people with disabilities
- 4.4** The governors welcome all applications to join the school, whatever background or disability a child may have.
- 4.5** The governing body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion has a bearing on school uniform, then the school will deal with each case sensitively, and with respect for the child's cultural traditions.

## **5 The role of the Headteacher**

- 5.1** It is the Headteacher's role to implement the school's policy on equal opportunities, he is supported by the governing body in so doing.
- 5.2** It is the Headteacher's role to make sure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 5.3** The Headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against.
- 5.4** The Headteacher promotes the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.

**5.5** The Headteacher promotes respect for other people in all aspects of school life; in the assembly, for example, respect for other people is a regular theme, as it is also in displays around the school.

**5.6** The Headteacher views all incidents of unfair treatment, and any racist incidents, with due concern and keeps a log of racist incidents.

## **6 The role of the class teacher**

**6.1** Class teachers do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.

**6.2** When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups.

**6.3** We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we approach sensitive issues. For example, History topics include examples of the significant contributions women have made in this country's history. In Geography, the teacher attempts to counter stereotypical images of place around the world such as Africa and Asia, and to show the true diversity of development in different parts of the world. We do this by raising awareness.

**6.4** All our teachers and support staff challenge any incidents of prejudice or racism.

## **7 Monitoring and review**

**7.1** It is the responsibility of our governing body to monitor the effectiveness of this policy. The governors will, if necessary,

- Monitor the progress of pupils from minority groups, comparing it to the progress made by other pupils in the school;
- Monitor the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- Require the Headteacher to report to governors annually on the effectiveness of this policy;
- Take into serious consideration any complaints from parents, staff or pupils regarding equal opportunity;
- Monitor the school's Behavior For Learning Policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.

**7.2** This policy will be reviewed by the governing body every year, or earlier if it is considered necessary.

Signed: P. Birdsall Headteacher

Date: October 2021