



Bevington Primary School

Equal Opportunities Policy

February 2018

1. Aims and Objectives

- 1.1 We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.
- 1.2 We promote the principles of fairness and justice for all through the education that we provide in our school.
- 1.3 We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 1.4 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.5 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.6 We challenge stereotyping and prejudice whenever it occurs.
- 1.7 We celebrate the cultural diversity of our community and show respect for all minority groups.
- 1.8 We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

2. Anti-racism

- 2.1 It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.
- 2.2 We endeavour to make our school welcoming to all minority groups. So, for example, we will immediately remove any offensive graffiti that we may find in school. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- 2.3 Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.
- 2.4 We will not tolerate racism in our school. Should anyone at our school be a victim of racism, we will follow the procedures within our Behaviour for Learning Policy and deal with the issue immediately.

3. The role of the Board of Governors

- 3.1 The Board of Governors has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
- 3.2 The Board of Governors seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The Board of Governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- 3.3 The Board of Governors will, in its annual report, make reference to arrangements for disabled pupils.
- 3.4 The Board of Governors welcome all applications to join the school, whatever background or disability a child may have.
- 3.5 The Board of Governors 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 affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

4. The role of the Headteacher

- 4.1 It is the headteacher's role to implement the school's equal opportunities and anti-racist policy and s/he is supported by the Board of Governors in so doing.
- 4.2 It is the headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 4.3 The headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- 4.4 The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.
- 4.5 The headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

5. The role of the class teacher

- 5.1 The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 5.2 When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers

strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

5.3 When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, history topics in our school include examples of the significant contributions women have made to developments in this country's history. In geography topics the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

5.4 All our teachers challenge any incidents of prejudice or racism. We record any serious incidents in the school log book, and draw them to the attention of the headteacher. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

6. Monitoring and review

6.1 It is the responsibility of our Board of Governors to monitor the effectiveness of this Equal Opportunities policy. The Board of Governors does this by:

- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- requiring the headteacher to report to Board of Governors on an annual basis on the effectiveness of this policy;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

Ownership and consultation	
Document sponsor (role)	Head Teacher
Document author (name)	Karen Matthews
Consultation	Einar Lindh, Chair of Governors

Audience	
Audience	All school-based staff and volunteers; Parents and carers

Version control	
Implementation date	February 2018
Review date	February 2021

Related documentation	<ul style="list-style-type: none"> ○ Equalities Act ○ Race Relations Act
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Review of Policy and Procedures

Bevington carries out a three-yearly review of this Policy, led by the Headteacher. This includes an evaluation of the extent to which this policy has been effectively implemented throughout the school. The Governors will remedy any deficiencies or weaknesses in addressing issues without delay and without waiting for the next policy review date, should any be necessary.