

SURLINGHAM PRIMARY SCHOOL

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SURLINGHAM COMMUNITY PRIMARY SCHOOL **Equal Opportunities Policy (including Inclusion and Racial Equality)**

All children have a right to a broad, balanced and relevant education, which provides continuity and progression and takes individual differences into account. In Surlingham school we aim to provide a curriculum that is appropriate to the needs and abilities of all our children. We plan our teaching and learning in such a way that we enable each child to reach for the highest level of personal achievement.

This policy should be read in conjunction with the published Special Educational Needs (S.E.N) Policy and Gifted and Talented Policy

Policy Objectives

This policy is in keeping with the Surlingham school's aims, its teaching and learning policies, and its commitment to a policy of inclusion: one in which the teaching, learning, achievements, attitudes and well-being of all children matter.

- Offer equal opportunities regardless of race, culture, gender, academic ability, physical ability, sexuality or class.
- Provide an environment free from racial, social, sexual or cultural prejudice for all members of our school community.
- Achieve an environment in which members of the school community can be respected as individuals and in which the varied experiences of the community can enrich the life of the school.

Principles

Equal Opportunities is the responsibility of the whole school community and must be reflected throughout the organisation of the school and be addressed in the taught and hidden curriculum.

All staff, governors, parents/guardians and pupils will be involved in developing, implementing and monitoring the equal opportunities policy and practice.

All staff, governors, parents/guardians and pupils regardless of race, ethnicity, sexuality, disability, gender and socio-economic background, are welcome and will be encouraged to participate in the life of the school.

The school recognises its responsibilities under the Race Relations Act, Sex Discrimination Act and Disability Discrimination Act and is absolutely committed to eliminating discrimination of any kind and to the promotion of good race relations.

Actions

Statements of equality dimensions and opportunity will be printed in all relevant school documentation e.g. school prospectus, vision statement, policies and in the staff handbook.

On acceptance to the school all parents will receive information detailing the school's Behaviour Code. This information will be available in languages other than English and in larger font sizes as appropriate to the school community.

The school will make all reasonable effort and adjustments to ensure that meetings are accessible and convenient for all and take into account individual needs and requirements.

Parents and members of the local community will be invited to help in the delivery of the curriculum.

Statement of Inclusion

The school recognises its need to celebrate the diversity that exists within its community and to ensure that all have the opportunity to respond to the expectations and challenges of the curriculum.

What follows are the different areas in which the school will pay particular attention to ensuring that there is Equal Opportunity for all.

Equal Opportunities - Race

It is our school policy:

- That no child or adult should be treated in any way differently, or in a derogatory manner, because of their race.
- To challenge racism in the context of a caring school community.

In order to fulfil the above, the following types of behaviour will not be tolerated:

- Provocative behaviour, i.e. wearing of any racist badges or insignia.
- The use of verbal abuse or name calling of a racist nature.
- The encouragement of other to behave in a racist manner.
- The ridiculing of an individual for cultural differences.
- The telling of racist jokes or stories.
- The exclusion of others because of their culture, ethnicity or race.

Equal Opportunities - Cultural

It is our school policy:

- To incorporate a balanced view of the world through a multi-cultural approach.

- To recognise that our pupils are world citizens who will meet a wide variety of cultures throughout their lives.
- To evaluate our practice to ensure that it is not at the expense of indigenous cultures.
- To provide resources that promote the equality of different cultures and world views.

Equal Opportunities - Gender

It is our school policy:

- To seek to promote non-sexist attitudes in both children and staff.
- To allow children equal access to opportunities that will equip them for adult life and to achieve challenging expectations.
- To work towards the eradication of sex stereotyping.

In order to work towards the eradication of such differences we will ask ourselves the following types of questions when evaluating our practice.

- Are all children able to try out new roles in play and learning activities?
- Are all classroom tasks shared equally between girls and boys?
- Do all children get an equal chance to use equipment and resources?
- Do all our displays and teaching aids present a non-sexiest attitude?
- Are our responses to bad behaviour the same to both boys and girls?
- Are men and women from other cultures presented to children in a non-stereotypical way?
- Do all children have equal access to playground space and other play facilities?

Equal Opportunities - Ability

It is our school policy:

- To recognise good effort and attitudes regardless of academic achievement.
- To enable all children to have access to equipment, resources and teacher time regardless of their academic achievements.
- To value all efforts and achievements of children in all areas of the curriculum.

Every child has an entitlement to a positive, helpful learning environment, with carefully planned work that matches individual needs, in order that they may reach their potential.

Equal Opportunities - Class

It is our school policy:

- That children will not be treated in any way differently because of an assumed social class.
- That assumptions will not be made with regard to class difference.
- To recognise where there may be assumed or hidden class biases in teaching resources.

Equal Opportunities - Physical Disability

It is our school policy that:

- Children should not be treated in any way differently to others due to their individual physical disabilities and needs.
- A provision should be made for the individual special needs of any disabled children within our school community.
- A physically disabled child has a right to take part in all activities within the school environment in so far as their individual disability allows them to do so.

Policy Approved: _____

Date: _____

Policy Review Date: _____