



Dunnington C of E (Voluntary Aided) Primary School

Equal Opportunities Policy

'The Dunnington family working together to achieve our best'

Our Mission Statement

At Dunnington, it is our aim to give each child a better understanding of themselves and the world in which they live, by helping them to acquire skills and knowledge to enable them to use language and numbers effectively.

From within the Christian context of our school, we aim to instill respect for religious and moral values, so that pupils may have their own spiritual journey of faith as well as be tolerant of other races, religions and ways of life.

We aim to help pupils develop lively and enquiring minds, to develop physical skills and creativity so that they are able to appreciate human achievements and aspirations and to strive for consistent improvement in their own work.

Policy Author	Michaela Eden- Head Teacher
Policy Approved by	Full Governing Body
Date Approved	November 2016
Signed By Chair Of Governors	
(Stuart Slaughter)	
Due for Review	November 2019

The Board of Governors have adopted the Equal Opportunities Policy recommended by Warwickshire Education Services.

Monitoring and Review

The Head will report to the governors on any relevant aspects of the working of the policy as appropriate. The governing body will review this policy annually. The governors may, however, review the policy earlier than this if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

Introduction

This policy statement outlines the commitment of the staff and Governors of Dunnington C of E (Voluntary Aided) Primary School to ensure that equality of opportunity is available to all members of the school community. These include:

- Pupils
- Teaching staff
- Support staff
- Parents
- Governors
- **Volunteers**
- Visitors to the school
- Students on placement

Equal opportunities should permeate all aspects of school life, and is the responsibility of every member of the school community.

This policy statement reflects the consensus of opinion of the whole school community. The implementation of the policy is the responsibility of all individuals within the school community. The responsibility for keeping the issue of equal opportunity at a high level of priority at all times and in all areas, is Michaela Eden Headteacher

All members of the school community should be aware that every individual has a right to be considered of equal value and be given equal opportunities regardless of:

- Ethnicity including Nationality/Citizenship
- Gender (including Transgender)
- Social background
- Ability/Disability
- HIV/AIDS
- Religion and Belief
- Age
- Marital status
- Sexual orientation
- Pregnancy and maternity

In the context of the school we feel the most appropriate definition is that:

‘Equal opportunity is the right of everyone to equal chances, and each individual is respected for who they are.’

Ethos and Atmosphere

- ❑ At Dunnington C of E (Voluntary Aided) Primary School we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community.
- ❑ There should be an 'openness' of atmosphere which welcomes everyone to the school.
- ❑ The children are encouraged to greet visitors to the school with friendliness and respect.
- ❑ The displays around the school are of high quality and reflect diversity across all aspects of equality of opportunity.
- ❑ Although physical access to the school is difficult under normal circumstances vehicular access to a school door can be easily arranged for disabled visitors.
- ❑ Provision is made to cater for the spiritual needs of all the children through planning of both assemblies and classroom activities.

Learning Environment

- ❑ There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability or social background. All pupils are encouraged to improve on their own achievements and not to measure themselves against others. Parents are also encouraged to view their own children's achievements in this light.
- ❑ Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from all pupils.
- ❑ The adults in the school try to provide good, positive role models in their approach to all issues relating to equality of opportunity.
- ❑ The school places a very high priority on the provision for special educational needs and disability. We aim to meet all pupils' learning needs including the more able by carefully assessed and administered programmes of work.
- ❑ The school provide an environment in which all pupils have equal access to all facilities and resources.
- ❑ All pupils are actively involved in their own learning.
- ❑ A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils.

The taught curriculum

- ❑ At Dunnington C of E (Voluntary Aided) Primary School we aim to ensure that our planning reflects our specific commitment to equality of opportunity in all subject areas and cross curricular themes in line with the National Curriculum.
- ❑ Our planning takes account of the differing needs of pupils and their progression.
- ❑ We have a commitment to evaluate our curricular outcomes each term to ensure that what we have actually planned takes place. These evaluations are completed by the Headteacher.

Resources and Materials

The provision of good quality resources and materials within Dunnington C of E (Voluntary Aided) Primary School is a high priority. These resources should:

- reflect “the reality of an ethnically, culturally and sexually diverse society”
- reflect a variety of viewpoints
- show positive images of males and females in society including people with disabilities
- reflect non-stereotypical images of all groups in a global context
- include materials to raise awareness of equal opportunity issues
- be equally accessible to all members of school community consistent with health and safety
- not include explicitly and implicitly racist, sexist, homophobic or ageist materials. Our materials seek to promote all areas of equality.

Language

We recognise that it is important at Dunnington C of E (Voluntary Aided) Primary School that all members of the school community use appropriate language which:

- does not transmit or confirm stereotypes
- does not offend
- creates and enhances positive images of particular groups identified at the beginning of this document
- creates the conditions for all people to develop their self esteem
- uses correct terminology in referring to particular groups or individuals e.g. Inuit rather than Eskimo, Native Americans rather than Red Indians.

Organisation of Learning

When organising groups for various activities, consideration is always given to the composition of the group, to provide a balance appropriate to the activity.

At Dunnington C of E (Voluntary Aided) Primary School our environment is not culturally diverse, and we are very conscious of the need to provide first hand experiences for the pupils to encounter people from other cultures.

We do this by:

- Exploring the faith, cultures and celebrations of others in RE lessons
- Providing opportunities for pupils to visit places of worship
- Inviting faith leaders and visitors from different faiths and cultures to school
- Providing artistic and cultural experiences within school
- Making links with schools and children across the world through cross-curricular lessons to explore our similarities and differences
- Celebrating people through time that have changed history
- Participating in whole school themed weeks such as ‘Black History Week’, ‘Diversity Week’ etc

Extra-curricular provision

It is the policy of this school to provide equal access to all activities from an early age e.g. girls playing football, boys playing netball and mixed teams wherever possible.

We undertake responsibility for making contributors to extra-curricular activities aware of the school's commitment to equality of opportunity (e.g. sports helpers, coach drivers) by providing them with written guidelines drawn from this policy.

We try to ensure that all such non staff members who have contact with children adhere to these guidelines.

Provision for Bilingual pupils

We undertake at Dunnington C of E (Voluntary Aided) Primary School to make appropriate provision for all bilingual groups to ensure access to the whole curriculum. These groups may include:

- Traveller children
- Those from refugee families
- Pupils whose home language is not English
- Pupils for whom English is an additional language.

While there is a need for pupils to learn to communicate in standard English we believe that their home language should be celebrated and respected.

Legislation

We are bound by the legal requirements of the following legislation:

Human Rights Act 1998

The Equality Act 2010

And in particular the equality duty of;

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relations between people who share a protected characteristic and those who do not.

Staffing and Staff Development

We recognise the need for positive role models and distribution of responsibility among staff. This must include pupils access to a balance of male and female staff at both key stages

We undertake to encourage the career development and aspirations of all individuals.

It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of pupils in the various dimensions of equality of opportunity.

Harassment and Bullying

It is the duty of this school to challenge all types of discriminatory behaviour e.g.

- unwanted attentions (verbal or physical)
- unwelcome or offensive remarks or suggestions about another person's appearance, character, race, ability or disability, sexuality, gender (or transgender)

The school has a clear, agreed procedure for dealing with incidents such as these.

Parents and the Wider Community

We aim to work in partnership with parents to help all pupils to achieve their potential

We wish to affirm our continuing commitment to reach out to other diverse groups within our immediate community and beyond.

Monitoring and Review

Equality of opportunity is identified as an area requiring careful and ongoing monitoring in the School Development Plan.

The person on the staff responsible for co-ordinating the monitoring and evaluation of the policy is [Michaela Eden Headteacher](#) she will be responsible for:

- Leading discussions in designated staff meetings which will include support staff, to discuss issues of equal opportunities within the school community.
- Working closely with the Governor responsible for this area who is Mrs Andrea Morris.

Monitoring the following will enable the school to see where equality of opportunity needs to be more intensely focused:

- teaching and learning standards
- behaviour logs, records and management
- SATs results
- participation in extra-curricular activities
- exclusions and truancy
- continuous assessment of children's learning
- prejudice-related incidents
- results from screening for specific learning needs
- attendance

This policy was reviewed by the governors on 14th November 2016 and will next be reviewed in November 2019.