



EQUAL OPPORTUNITIES POLICY

September 2015

Rationale

Our school values the individuality of all our children. Rye Community Primary School and Pugwash Nursery aim to be a happy, safe and welcoming environment where all can achieve success irrespective of age, disability, ethnicity, faith, gender or sexuality. The school is committed to the promotion of Equal Opportunities for all members of the school community; discrimination on any basis is totally unacceptable in our school.

Aims and Objectives

- To create a harmonious, happy school where everyone, both pupils and adults, feel welcomed and valued.
- To educate, develop and prepare all our pupils whatever their age, disability, ethnicity, faith, gender or sexuality for adult life in today's society.
- To equip pupils with the knowledge, understanding, skills and attitudes to recognise and challenge inequalities that they may meet in their lives.
- To ensure that all children have equal opportunities to achieve their full capabilities and make effective use of their skills and talents, both for the benefit of others and to achieve self-fulfilment.
- To develop a broad and balanced curriculum which is pupil guided and in which pastoral and academic roles are fused.
- To give equal access to the curriculum to all our pupils and ensure that the curriculum is balanced, objective and sensitive and does not highlight sexual and ethnic differences in a negative way.
- Any form of bullying is dealt with immediately following the anti-bullying policy.

Guidelines for Action

1. All pupils and adults should contribute towards these objectives by showing respect for and appreciation of each other as individuals.
2. An equal opportunities philosophy will be practiced by all staff.
3. The school will follow the LEA/Governing Body Admissions Policy, which does not permit, disability, ethnicity, faith, gender or sexuality to be used as a criteria for admission.
4. Pupils and staff names should be accurately recorded and correctly pronounced. Pupils and staff should be encouraged to accept and respect names from other cultures.
5. All forms of discrimination by any person within the school are treated seriously. A record is logged of any such incidents, by the Headteacher, recording where and when they took place. It is made clear to any offending individuals that such behaviour is unacceptable.



6. Racist symbols, badges and insignias on clothing and bags are forbidden in school. Any graffiti should be removed immediately.
7. All staff should be aware of any possible cultural assumptions and bias within their own attitudes and that these can affect the achievement, behaviour and self-esteem of each child.
8. The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families. Staff need to be aware of any racist or sexual connotations in the languages they themselves use.
9. The school focuses on emphasising the common elements and values of a multicultural school and are sensitive to possible areas of conflict.
10. Staff are aware of the historical and contemporary processes, which have caused and may cause to sustain racism.

Curriculum Support and Delivery

1. The school environment will reflect the achievements of the whole school community and provide positive images of a multi-cultural society reflecting the community it serves.
2. The delivery of the curriculum will positively reflect the cultural contributions of different communities worldwide.
3. The school seeks and values the input of support and actively seeks to work in partnership with EAL staff to promote the education of bilingual learners.
4. Learning support for children with Special Educational Needs is assessed and designated in accordance with the SEN policy.
5. There will be constant review of curriculum materials to ensure that they are multicultural, non-sexist and contain positive images of all groups. Children will access to accurate information about similarities and differences between cultural groups.
6. Speakers from different faiths and ethnic groups are invited to visit the school and speak to the children on a variety of subjects, supplying them with information and a wide variety of role models. The leadership team will ensure that any material shared with the children is respectful and non-inflammatory.
7. A range of religious events and festivals are celebrated within the school during the year.



Recruitment and Selection of Staff

Within the school the presence of educational role models reflecting all sections of the wider community is essential and this should be reflected in the recruitment and selection of staff. All recruitment and selection procedures will strictly adhere to the guidelines of RAT, with regard to equal opportunities.

Conclusion

At Rye Community Primary School and Pugwash Nursery we acknowledge and celebrate the complexity of British Society. It is recognised that we would be failing pupils if we did not prepare them for their integral part in it. We aim to provide for all pupils according to their needs, irrespective of age, disability, ethnicity, faith, gender or sexuality. We wish to equip pupils with an awareness of an increasingly diverse society. We believe that on such foundations, pupils will develop their own attitudes to a pluralistic society. Our experience is that pupils of all backgrounds show a strong desire to be part of society as it exists in our community.