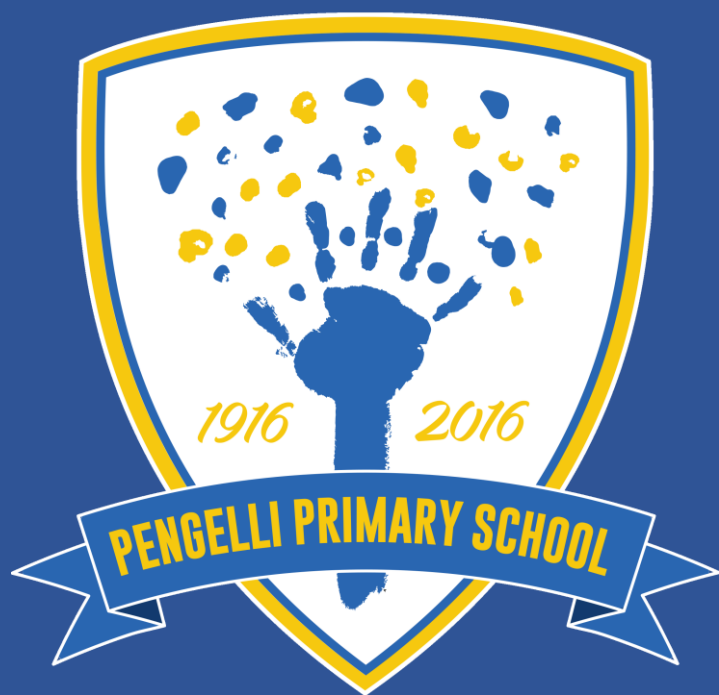




PENGELLI PRIMARY SCHOOL

EQUAL OPPORTUNITIES POLICY 2023/25

**THIS POLICY WILL BE REVIEWED EVERY TWO YEARS UNLESS AN EARLIER REVIEW IS
REQUIRED**

CHAIR OF GOVERNORS:

Chris Scott

HEADTEACHER:

Helen Talaat

DATE: September 2023

A POLICY STATEMENT FOR EQUAL OPPORTUNITIES 2020/21

This policy aims to:

- Offer equal opportunities regardless of race, culture, gender, academic ability, physical ability or class.
- Provide an environment free from 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.

The Whole School

Principles

Equal opportunities are the responsibility of the entire school community and must be embedded in every aspect of the school's organization, including both the taught curriculum and the hidden curriculum.

Staff, governors, parents/guardians, and pupils will all play an active role in the development, implementation, and monitoring of the school's Equal Opportunities policy and practices.

Everyone, regardless of race, ethnicity, disability, gender, or socio-economic background, is welcome and encouraged to engage in school life.

The school acknowledges its legal obligations under the Race Relations Act, Sex Discrimination Act, and Disability Discrimination Act to eliminate discrimination and promote positive race relations.

Statement of Inclusion

The school recognises its need to celebrate diversity 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 - Multi-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.

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 which 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.

- 1) Are all children able to try out new roles in play and learning activities?
- 2) Are all classroom tasks shared equally between girls and boys?
- 3) Do all children get an equal chance to use equipment and resources?
- 4) Do all our displays and teaching aids present a non-sexist attitude?
- 5) Are our responses to bad behaviour the same to both boys and girls?
- 6) Are men and women from other cultures presented to children in a non-stereotypical way? 7) Do all children have equal access to playground space and other play facilities?

Equal Opportunities - Race

It is our school policy:

- 1) That no child or adult should be treated in any way differently, or in a derogatory manner, because of their race.
- 2) 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:

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

Equal Opportunities - Ability

It is our school policy:

- To recognise good effort and attitudes regardless of academic achievement.
- To allow all children 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 which matches individual needs, in order that they may reach their potential.

Equal Opportunities - Class

It is our school policy:

- That children should not be treated in any way differently because of an assumed social class.
- That assumptions will not be made as regards class difference.

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.

Monitoring of the policy

We acknowledge that groups of people have often suffered disadvantage due to prejudice or ignorance. We recognise it is all too easy for the structure of institutions to result in 'inequality by default'. We therefore commit ourselves to take positive steps to examine our policies and practice and to change them where necessary.