




Thythorn Field
Primary School

Equal Opportunities Policy

Adopted By School: September 2022
Review Date: September 2025
Governor Signature: 

THYTHORN FIELD PRIMARY SCHOOL

EQUAL OPPORTUNITIES POLICY

At Thythorn Field Primary School, we value the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have expectations of all children. The achievements, attitudes and well-being of all our children matter.

Our Equal Opportunities Policy is intended to help to ensure that the school promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

- We do not discriminate against anyone, be they staff or pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender or background
- We promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups
- We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone
- We challenge personal prejudice and stereotypical views whenever they occur
- We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred on our school, and we show respect for all minority groups
- We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individuals legitimate point of view, we aim to promote positive social attitudes and respect for all

PARENTS:

We will introduce and communicate the Equal Opportunities policy to parents through the school prospectus, new starter meetings and at parent's evenings.

CHILDREN:

It is the right of every child, regardless of race, culture, class, gender, special needs or ability to achieve their full potential. Every child should have access to an education, enabling the child to achieve their full potential. Children should be encouraged to become sensitive to, and aware of ways in which equality of opportunity is denied and how this might affect them in society.

STAFF:

It is the responsibility of all staff to foster and facilitate this aim by creating a welcoming environment. Staff will foster an atmosphere which reduces prejudice and raises self confidence so that all children develop independence, freedom of choice and knowledge of their rights to accomplish whichever roles they choose, regardless of their cultural background, gender or ability. Staff are role models and must challenge the concept of discrimination based upon differences of race, gender and special needs.

AIMS:

To ensure that, through a focus on our 'Everyone's Welcome' approach and work on the 9 protected characteristics:

- Every individual achieves their full potential and has equal opportunities
- Every child is given access to the best level of achievement, appropriate to its age and ability through differentiated work
- Staff, parents and children are informed, educated and reminded of the issues to ensure continuity of approach throughout the school
- Prejudices are challenged and positive attitudes built
- Understanding and mutual respect of all children, regardless of differences, is promoted
- Contributions from various cultures are included and acknowledged in planning and teaching of the National Curriculum subjects, resources and displays
- An awareness of the unfairness and injustice of stereotyping is raised
- Any form of bullying by any group or individual is challenged and addressed
- High levels of acceptable group and individual behaviour are promoted by ensuring that all the school community are informed of expectations and procedures
- Racist incidents and bullying incidents are recorded and monitored

METHODS USED TO ACHIEVE THE AIMS INCLUDE:

- Planning activities of a non-stereotypical nature, such as home corner and resources
- Giving children time to talk in class discussion to give everyone opportunities to voice opinion and discuss feelings
- Encouraging sharing of experiences
- Updating resources so that appropriate messages are presented to the children
- Planning role play experiences to include age, disability, race and gender
- Providing a differentiated curriculum, catering for individual differences, which don't make distinctions that have negative effects on children's learning and development
- School displays promote positive quality issues
- Children encouraged to think about exclusions of others and the negative effect it can have
- Involving children in rule making in the classroom and whole school level
- Using assembly time and collective worship themes to reinforce equal opportunity issues
- Using targets and rewards for children to reinforce acceptable behaviour and attitudes
- Ensuring all children have equal access to all resources
- Subject leaders to address equality issues within their subject
- Sharing in various religious celebrations throughout the year

THE CURRICULUM

All children will have equal access to all aspects of the curriculum and school life. Practice will be monitored to achieve this. Children should be given the opportunity to:

- Make choices without rejecting any as being inappropriate
- Gain self-confidence, freeing them to develop a sense of identity

- Equal educational experiences so they can make appropriate choices from a base of common skills and knowledge

RESOURCES

- Resources will be checked to see that they are non-stereotyping
- Children will be encouraged to question stereotypes if found in existing materials
- Resources will be allocated fairly
- Displays will show positive role models

STAFF TRAINING

Staff meetings will take place as a means of monitoring and evaluating the policy. All staff have responsibility for promoting the Equal Opportunities Policy.

SUCCESS CRITERIA:

Equal Opportunities will be recognised or highlighted in the following areas;

- Pupil progress and outcomes
- Playground interaction
- School displays
- Perceptions of Governors and Parents
- Teaching Styles
- Differentiated work
- Use of resources
- Teacher assessments

IN THE CLASSROOM TEACHERS WILL:

- Raise awareness of similarities and differences of individuals and groups
- Where appropriate, encourage positive role models from the community to support work in the classroom and arrange relevant visits to religious buildings
- Have high expectation so all children achieve their full potential, as well as encourage a positive self-image
- Give opportunities for children to express and evaluate their own opinions and to respect the opinions of others
- Encourage children to challenge stereotypes, prejudices and racism
- Choose resources and create displays that reflect the diversity within school
- Audit and monitor their subject ensuring equality issues are addressed
- Be made aware of the ethnic mix, different religions and home language of children
- Identify children for EAL support
- As a subject leader, ensure there are appropriate equality links
- Seek to organise the children to work together in mixed groups to reduce the chances of developing antagonistic attitudes
- Ensure classroom areas do not become predominantly male or female
- Enable children to work in single sex groups if need be to develop enjoyment and confidence in particular subjects

IN SCHOOL ORGANISATION AND MANAGEMENT WE WILL:

- Ensure all staff are informed of the Equal Opportunity Policy
- Provide opportunities for children to work with people from a variety of backgrounds and cultures in a wide variety of roles
- Monitor extra-curricular activities to ensure children from all cultural groups are accessing the opportunities
- Celebrate success of individuals
- Avoid unnecessary separation of sexes, unless a specific education purpose is being met
- Ensure staff positions are not limited to one sex
- Provide opportunities for girls and boys to see men and women in a variety of roles including work, domestic and recreational roles
- Ensure the Behaviour Policy is the same for boys and girls

HOME / SCHOOL LINKS

Thythorn Field Primary School values links with parents and members of the community and the contributions which they can offer to the school. School will actively support the needs of any parent who had difficulty in understanding communications with the school. Parents of children with special educational needs will be kept informed of their progress in accordance with the Special Educational Needs Policy.