



## **EQUAL OPPORTUNITIES**

**This school policy should be read in conjunction with any current MOD Policies connected to equality of opportunity.**

We intend to give all our children and staff equality of opportunity without regard to ethnicity, gender, beliefs, social background or mental and physical ability.

All staff have an equal right to fairness in appointment and interview. The advertisements for posts available in school will discriminate in no way between sections of the community.

All staff will have an equal opportunity for their own profession development.

All pupils have a right to the best possible education to help them fulfil their individual potential and should have access to a properly differentiated curriculum.

The school aims to create a sensitive and thoughtful attitude amongst its children and an atmosphere where all can flourish. The staff aim to form a caring environment and act as models of tolerance and respect.

### **THE FOLLOWING SHOULD BE CONSIDERED BY STAFF**

- Equal opportunities considerations in planning the curriculum.
- Equal opportunities considerations influencing the content chosen.
- Equal opportunities influencing classroom organisation and management e.g. group composition.
- Gender used as a classroom management strategy e.g. boys and girls lining up separately.
- Resources monitored/selected with due regard to equal opportunities e.g. stereotyping, cultural diversity.
- Bilingualism celebrated and used to the advantage of others.
- The content of lessons being equally stimulating and interesting to boys and girls.
- A variety of teaching styles considered in relation to the subject/activity.
- Planned activities exploring controversial issues with pupils, e.g. negative attitudes to race and nationality.



- Staff discussion of approaches to controversial issues and negative attitudes and if so what strategies have been agreed upon to deal with them in the classroom and outside.
- Display being representative of the work of all children.

**Signed: Gary Margerison**

**Date: 28/09/15**