



EQUAL OPPORTUNITIES POLICY

October 2020

Next review October 2021

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

Aims

- To give all our children and staff equality of opportunity to develop in all areas of school life regardless of ethnicity, gender, religion or 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 professional development.
- To provide all pupils with a broad and balanced curriculum to help them fulfil their individual potential whilst encouraging respect and tolerance for others

Wider School Aims/Ethos

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.

School Curriculum, Environment and learning: Staff should consider:

- Providing opportunities within the curriculum celebrate diversity.
- Providing opportunities to explore controversial issues such as negative attitudes towards race and nationality.
- Providing a curriculum that ensures equal participation by all pupils.
- Providing an inclusive environment where all contributions are valued.
- Making sure that classroom organisation and management strategies are fair and inclusive.
- Selecting/monitoring resources with due regard to equal opportunities e.g. stereotyping, cultural diversity.
- Celebrating bilingualism and using it to the advantage of others.
- Adopting a variety of teaching styles in relation to any given subject/activity.
- Displaying work that is representative of all children.