

Christchurch Primary School



Equal Opportunities Policy

Date ratified by Governors:	Autumn Term 2022
Date to be reviewed:	Autumn Term 2023

EQUAL OPPORTUNITIES POLICY

INTRODUCTION

The school recognises the legal duty it has under the Race and Sex Discrimination Acts and other government legislation such as the Children's Act and the various Education Acts.

Children's sense of identity and respect is a fundamental aspect of their development. They have the right to health, individuality, respect, dignity, opportunities for developing their basic skills and learning in general, socialisation with adults and children and freedom from discrimination such as racism, or sexism, and cultural diversity.

It is essential that all children are treated equally and given equal opportunities so that we are all equipped with skills, knowledge, concepts and attitudes necessary for their future work and life.

AIMS

The aims of the Equal Opportunities programme at Christ Church are to:

1. Ensure that all pupils be given the opportunity to develop the full range of learning skills in both academic and human terms.
2. Ensure that these opportunities be available for all pupils regardless of sex, race, disability or class.
3. Encourage all pupils to make use of the wide variety of learning materials available, including those pupils who may have special needs.
4. Encourage teachers to project positively their high expectations of all pupils.
5. Continue to promote links with parents and encourage parents of both sexes to participate in the education and nurturing of their children.
6. Promote the conviction that all pupils, parents, volunteer supporters, staff (both teaching and non teaching) and governors are valued and contribute to the ethos of the school.

IMPLEMENTATION

1. Teachers should ensure that all children participate equally in all areas of the curriculum, e.g. computers, cooking, games, dance D.T. etc.

2. That the same standard of work and effort be expected from all children in the areas of the curriculum.
3. Co-operation should be encouraged between girls and boys rather than competition and where possible, teaching groups should be mixed.
4. Staff should be aware of the need to criticise and monitor teaching materials, e.g. reading schemes and library books, so that stereotyped role play would be avoided.
5. Project and topic work should represent girls and women's interests as much as boys and men's and in general be within the bounds of the children's own experiences.
6. That encouragement, reward and sanctions be delivered to pupils, when necessary, without discrimination.
7. That good role models be provided for the children whenever possible. It is important for girls and boys to have proper role models and therefore male colleagues / volunteer helpers, would be particularly valued as having a contribution to make to the school.
8. INSET time will be set aside for discussion, promotion, monitoring and updating of Equal Opportunities in the school.
9. It is important that staff be continually alert to the negative influences of stereotyping and low expectations of pupils.
10. Children line up in mixed sex lines for each class.
11. We are aware of equal opportunities in such classroom practices as seating, wall displays, language, images and groupings.
12. We take measures appropriate to the circumstances to deal with harassment of any type.
13. We take measures to identify and remove all practices, procedures and customs which are discriminating and to replace them with procedures and practices which are fair to all.

Christchurch V.A. Church in Wales Primary School

Equal Opportunities Statement

This document has been discussed and amended with Staff, Governors and the School Council. It was updated in Autumn 2022.

Strategies to guard against Racism

Staff need to be able to identify racist behaviour so that they can act upon it.

Racism can be defined as any hostile, derogatory or offensive act, gesture or expression by a person of one racial/ ethnic origin against an individual or group of another racial/ ethnic origin in such a way that it:

- Interferes with the peace and comfort of the victim
- Threatens their safety
- Reduces their quality of life/ educational development

We must remember that “any incident which is perceived to be racist by the victim or any other person” is a racist incident.

IF A RACIST INCIDENT OCCURS

Members of staff should:

- i) Not ignore it and should explain that it is unacceptable
- ii) Report it to the Headteacher, who will log the incident and take appropriate action.

Both the victim and the perpetrator will be counselled

The action taken will be in line with the County guidelines (2002) – see document Race Equality Policy for Swansea schools and Reporting of Racially Motivated Incidents.

REVIEW

The head teacher and staff will review this policy in the light of experience within the school and any amendments will be presented to the governing body for discussion before being finalised.