

Equal Opportunities Policy

Reviewed 2016

Blaendulais Primary School



Blaendulais Primary School

EQUAL OPPORTUNITIES POLICY

INTRODUCTION

At Blaendulais Primary, we are aware of the need for equality of opportunity and are committed to equal access to learning for all our pupils in all areas of the curriculum.

We believe that good education shows everyone that they are equally valued and respected.

Equal opportunity means that discrimination on the basis of race, religion, gender, language, disability or family background is not acceptable.

AIMS

- All pupils should be given equal opportunities to develop their potential, regardless of gender, race, religion, disability or culture.
- It is essential that boys and girls are treated equally and are given equal opportunities.
- We want all children to be equipped with the skills, knowledge, concepts and attitudes necessary for their future work and life.

OBJECTIVES

We intend to take every opportunity to:

- Ensure that the ethos and atmosphere shall show the respect which is the entitlement of all persons entering the school.
- Encourage positive attitudes and expectations in all our pupils, in order to develop respect for others, irrespective of gender, disability, race, religion, culture or home background.
- Develop a personal moral code, sensitive to the needs of others.
- Raise self-esteem among the children.

ROLES

All staff, teaching and non-teaching are responsible for implementing this policy and for promoting positive attitudes throughout the school. The Governing Body and Headteacher will ensure that L.E.A. Guidelines on employees' terms and conditions of service are adhered to when making appointments.

Parents will be made aware of the policy and encouraged to support its principles.

STRATEGIES FOR PROMOTING POSITIVE ATTITUDES

The following strategies may be used throughout the school day to promote positive attitudes and counter discrimination.

- All children should have equal access to all areas of the curriculum
- Expectations of the children should be based on individual ability and not according to stereotyped attitudes
- Opportunities must be given for children to participate in all activities in school regardless of gender
- Children should be encouraged to work with others of both gender in paired and group activities
- Segregated activities for boys and girls are not appropriate in the majority of cases
- Sexist language e.g. "Boys don't cry" etc. must be avoided
- Expectations of behaviour must be consistent and dealt with in a non-discriminatory way
- Resources should be selected to promote positive images of boys/girls; different racial groups etc

MONITORING

All staff are responsible for monitoring the policy with the Headteacher having overall responsibility.

REVIEW

This Policy Document will be evaluated and reviewed as and when appropriate as part of the school's self evaluation process