

CHRIST CHURCH C.E (VC) PRIMARY SCHOOL

EQUAL OPPORTUNITIES POLICY

SCHOOL STATEMENT

Christ Church C.E (VC) Primary School staff believe that discrimination in any form is unacceptable and wrong. When using this term in this policy, we are referring to intolerance towards others based on a person's ethnic origin, class, gender, age, nationality, language, religion, disability, sexuality, size, family arrangements, background or ability. We are committed to equal opportunities and opposed to discrimination as an essential part of good Primary practice. This policy will be reflected in the way our school is staffed, the lessons and subjects we teach, the out-of-school activities we organise, the learning support we provide and our relationship with parents, employers and local community groups.

We believe that we are fortunate to live in a society that is rich in its cultural, ethnic and religious diversity. We strongly feel that each member of our school community should:

- feel happy, respected and secure
- feel able to work to their full capacity and realise their full potential
- feel that he/she contributes to, and takes part fully and positively in, school life
- make the most effective use of their skills and talents to avoid prejudice and discrimination
- contribute towards a caring and happy environment by showing respect for, and appreciation of, each other as individuals
- be prepared for citizenship and life as adults
- demonstrate an equal opportunities philosophy
- acknowledge the complexity of modern British society
- emphasise the common elements and values within our culture rather than highlighting conflicting areas
- enrich the life and work of the school by acknowledging and recognising the social and ethnic mix of our society
- be fully committed to meeting the educational challenges our mixed community presents
- actively oppose stereotyping and discrimination
- promote equality of opportunity and equality of access
- endeavour to establish a school which is demonstrably fair to all members of our school community

We will:

- help our children to make the most effective use of their skills and talents [both for the benefit of others and to achieve self-fulfilment]
- work towards equality of access, provision and treatment for all staff and students
- promote friendship, co-operation and mutual understanding between students
- treat as unacceptable, any form of discrimination
- consult pupils and parents to help highlight concerns or poor practice
- monitor images, resources, texts and indeed, the staffing of our school, to ensure that only positive images are presented to our pupils

At this school, differences are treated sensitively and positive approaches to diversity are promoted. Although direct contact with other cultures is restricted, we do encourage contact wherever and whenever possible. The ethos of this school promotes positive attitudes through our PSHCE programme, displays, pastoral care and relationships. Staff are aware that their own expectations and those of other children affect the achievement, behaviour, status and self-acceptance of each child.

We will:

- will actively encourage self-acceptance and positive attitudes in every child, conscious of the possible cultural assumptions, prejudices and bias within their own attitudes.
- will recognise that they are important role models and as such will endeavour to show a caring and responsive attitude to all children
- believe that close liaison and involvement with families is beneficial to all concerned
- will respect the varied living arrangements of all our pupils and aim to understand their different experiences, home situations, attitudes and backgrounds.
- are committed to delivering a curriculum that raises pupils' awareness of cultural, social, historical, practical and community issues and encourages positive attitudes towards difference and diversity.

RACISM

Staff are mindful of the aspirations of all our parents and there will be no ambiguity about the way in which this school reacts to racist behaviour.

Staff will:

- not tolerate racist behaviour of any kind
- condemn discrimination against people on the grounds of their skin colour and cultural background because it is illogical, offensive and wrong.
- tackle all manifestations of racism, prejudice and intolerance. [e.g. name calling, jokes, literature, graffiti]
- work closely with parents, local community groups and relevant agencies to develop ways of combating racism
- respond to racist incidents using the school behaviour code and disciplinary system

In order to understand the background and experience of ethnic minority pupils and to raise expectations of their potential, staff need to be aware of the historical and contemporary processes which have caused and may continue to sustain racism

CULTURE

Language, religion and customs help make children what they are. We use what the children know and understand about themselves in our teaching and strive to be aware of other cultures, religions, customs and attitudes in order that all at our school are sensitive to how others feel and live.

We will ensure that the contributions of world cultures are included and acknowledged in:

- the planning and teaching of the full range of National Curriculum subjects
- resources and school displays
- extra curricular activities

LANGUAGE

Christ Church staff view linguistic diversity positively and are aware of the language and dialect spoken by all children and families. Every member of this school community should feel his or her language or dialect is valued. Staff:

- recognise that language is used for communication and language used in school must be acceptable and understandable to the school community.
- must be conscious of any racist or sexist connotations in the language they may themselves use.
- must feel that their language or dialect is valued. They should therefore be allowed to use their home language in school, but should never use it to exclude others.

CURRICULUM TEACHING AND LEARNING

We will employ a range of pre-determined strategies for differentiation to ensure that all pupils achieve to the best of their ability. All pupils will:

- have access to a broad, balanced, objective and sensitive curriculum
- have access to a curriculum that avoids stereotyping and reflects the achievements and roles in society of all
- be given equal access and opportunity to experience all activities
- receive support where it is needed
- be encouraged to support one another.
- be dealt with immediately and appropriately if they display any form of behaviour which may be classed as discrimination or harassment [e.g. name calling, bullying]

RESOURCES

It is essential that we are all aware of the implications of the hidden curriculum and that all resources are rigorously monitored. Christ Church staff:

- are committed to the use of resources that are inclusive of a variety of cultures to support learning and achievement.
- will raise awareness of the unfairness and injustice of stereotyping through the planned curriculum, assemblies, PSHCE, resources and displays.
- try to ensure that the resources used in all curriculum areas are multi-cultural and non-sexist and contain positive images of all groups.
- will ensure that children have access to accurate information about similarities and differences between cultural groups.
- provide for all pupils according to their needs
- offer cultural diversity in the morals, stories and information offered to children.
- will ensure resources reflect the value of positive images of non-European cultures, contributions and achievements in school, the local community and beyond.

BEHAVIOUR MANAGEMENT

Christ Church staff:

- will challenge and address any form of bullying including verbal, physical and psychological bullying by any group or individual.
- are committed to vigilance and action against bullying wherever it arises within and in the vicinity of the school.
- are committed to promoting high levels of acceptable group and individual behaviour with reference to school expectations and the behaviour policy.
- will ensure that all members of the school community are informed of school expectations and procedures for maintaining a high standard of discipline including:
 - teaching and support staff
 - MSAs
 - parents, guardians and representatives
 - pupils
- are committed to minimising all school exclusions
- will investigate underlying reasons for truancy or persistent absences
- will not tolerate any kind of verbal or physical abuse. Children must not fight, swear, or use offensive language likely to be derogatory, to cause hurt or anger.
- require all pupils to conduct themselves in a way that complements this policy and supports an ethos of equality and respect for difference.
- will record and report any incidents of discrimination or harassment to the Senior Management Team

RECORDING AND MONITORING

We will record, monitor and review:

- all absences for pattern and frequency to inform future action
- all strategies and procedures for dealing with racist incidents
- all school based and commercially produced resource material for suitability and appropriateness with reference to issues related to race and cultural diversity.
- procedures to ensure equal curriculum access for all pupils
- the content and delivery of the curriculum to ensure that all pupils are enabled to extend their awareness of others and themselves
- the progress and development of every child to ensure that not merely access to but also engagement with the curriculum is taking place.
- that planning and record keeping includes the use of crucial strategies such as sensitive questioning, classroom organisation and adult intervention
- that all members of staff are aware of the implementation and implications of this policy
- all incidents of discrimination or harassment for pattern and frequency to inform future action

STAFF RECRUITMENT AND CAREER DEVELOPMENT

Christ Church C.E School values diversity amongst its staff and operates an equal opportunities appointments policy. In all staff appointments the best candidate will be appointed based upon strict professional criteria, although a sympathy to the Christian ethos of the school is expected. We are committed to recruiting the very best and to providing all staff with opportunities to develop themselves professionally and personally.

ADMISSION/REGISTRATION

Christ Church School follows the LA Admission policy that does not permit sex, race, colour or disability to be used as criteria for admission. Care will be taken in recording and pronouncing names accurately. Pupils will be encouraged to accept and respect names from other cultures.

Ratified by the Governing Body

Signed _____

We believe we are very fortunate to live in a society rich in different cultures, ethnic backgrounds, skin colours and religions.

We believe therefore that each member of our school community should:

- feel happy and secure
- feel able to work to their fullest capacity
- feel respected (as an individual) who contributes positively to school life.

And this applies to everyone.

Help our children make the most effective use of their skills and talents, both for the benefit of others and to achieve self-fulfilment.

The school is committed to working towards equality of access, provision and treatment for all staff and students, regardless of their race, culture, language, nationality, religion and other differences.



General/School Statement

The school promotes friendship, co-operation and mutual understanding between students from different ethnic group and social or religious backgrounds.

The school is committed to pupil surveys, consultation with parents and other consultative mechanisms to help highlight concerns or poor practice.

The policy for Equal Opportunities will help all individuals to -

- realise their full potential regardless of ethnic origin, gender, ability or religion is unacceptable in this school
- develop appropriate self respect and respect for others
- make the most effective use of skills and talents avoid prejudice and discrimination

To promote positive attitudes to gender equality, cultural diversity and special needs of all kinds

To acknowledge the complexity of British society and recognise that it would be failing the children if it did not prepare them for their integral part in this society.



General School Statement Our school aims

To educate, develop and prepare all our children for life. Prejudice and discrimination on the basis of colour, culture, origin, gender or ability is unacceptable in this school

To encourage every member of our school (both children and staff) to contribute personally to a happy and caring environment and to develop self-respect and respect for others.