

Dilton Marsh Church of England Primary School

Equal Opportunities

Aims

Mission Statement:

Within a caring Christian ethos of tolerance and equality, Dilton Marsh Church of England Primary School aims to provide a safe and happy environment which allows everyone, whatever their race or beliefs, the opportunity to fulfil their potential and make a valuable contribution to our school and the wider community.

Equality Statement:

At Dilton Marsh Church of England Primary School pupils will be prepared for an ethnically diverse society. The school will work hard to promote equality and harmony by preventing and challenging inequality. If anyone feels unjustly treated then the school welcomes and values a response. It is working together that we will make Dilton Marsh Church of England Primary School even better.

1. Everyone within the school community is committed to creating a happy and caring environment where there is respect and appreciation of each other's cultural, ethnic and religious backgrounds.
2. Discrimination on the basis of colour, creed, culture, gender, disability or origin is unacceptable in this school.
3. All children are supported to reach their full potential.
4. In order to create a harmonious and supportive working environment we will actively promote equality of opportunity for all our employees.

Dilton Marsh Church of England Primary School-Code of Conduct

(Written by pupils)

Aims

1. Everyone feels safe everywhere they go.
2. Everyone gets on and no-one is left out.
3. Treat everyone how you want to be treated.
4. Make the school a really happy place that everyone wants to come to.
5. Everyone to encourage each other to learn and have fun.
6. Make the learning zone a friendly place.
7. Everyone to always forgive and be truthful.
8. Everyone looking after each other.
9. Be respectful and follow the school rules.
10. Comfort people who are feeling down.

How do we achieve good relationships?

1. Involve everyone and work together.
2. Listen to everyone.
3. Think before you speak and don't interrupt.
4. Smile and say 'Hello' to everyone.
5. Be friendly to everyone.
6. Get to know everyone.

How do we achieve a good learning environment?

1. Everyone to set a good example for each other.
2. Everyone to listen to what adults ask them to do.
3. Everyone to try their hardest.
4. Everyone to always join in with the learning.
5. Everyone to listen to everyone else's ideas.

If everyone follows our plan we will have safe, happy, confident children in an outstanding school.

The Curriculum

1. Staff should endeavour to develop the curriculum with an awareness of equal opportunities. Choice of topic, books and other resources should reflect this.
2. Staff should be aware of the need for equality of opportunities in assessment and evaluation.

3. Staff should be aware of stereotyping, tokenism, cultural bias and omission in materials, books and resources.
4. Staff should encourage the development of analytical thinking to help pupils recognise bias and make informed decisions.
5. Through the school's Literacy Policy and planning we actively encourage the development of language skills across the school.
6. The school's pastoral support systems are designed to support and encourage pupils to value every person's background.

Multi-Cultural

1. Dilton Marsh Primary School is committed to the principles of racial and cultural equality and justice.
2. All pupils have access to a balanced and broadly based curriculum which reflects the multi-lingual, multi-faith, multi-cultural society found in the school and wider community.

Gender- (including homosexual, lesbian and trans-gender)

1. Dilton Marsh Primary School is committed to gender equality.
2. Gender equality will be monitored through the content, organisation and delivery of the curriculum.
3. Children are actively encouraged to develop attitudes that are free of gender stereotypes.

Socio Economic Background

1. At Dilton Marsh Primary School we aim to combat underachievement, which is related to social class and parental achievement.
2. We ensure that all staff have positive attitudes and expectations of all pupils irrespective of social backgrounds.
3. We ensure that the content of the curriculum is accessible and reflects the experiences of all our pupil's social backgrounds.

Special Educational Needs

We believe in providing everyone with the opportunity to develop their full potential. All children are valued and their self-esteem promoted. (See S.E.N. policy for detail.)

Physical Disabilities

1. We are fortunate that our school and site could cater for children with a range of physical disabilities.
2. We welcome the integration of any child or adult with a physical disability into our school community.
3. School and LA policies and procedures would be reviewed to match each person's individual needs in order that appropriate support could be provided.

Implementation of the Aims

To continually achieve these aims, the school will:

- Eliminate any policy, practise or attitude which seeks to discriminate.
- Condemn and take steps to prevent all forms of abuse, harassment or intimidation.
- Be actively seen taking action to avoid any form of abuse, harassment or intimidation.

Monitoring the Policy

Governors and senior school management will monitor the effectiveness of this policy by analysing:

- Exclusion data.
- Racism and racial harassment data
- Curriculum and teaching and learning (SIP)
- The Restorative Policy
- Membership and composition of the Governing body
- Parental complaint data
- Parental involvement in school
- Work undertaken by the school within the community
- Staff appointment data

The Role of the Governors and S.L.T.

- Governors and S.L.T. will ensure that all staff appointments are carried out according to the LA's recruitment procedures and guidelines, as an equal opportunities employer.
- Governors and S.L.T. will ensure all new Governors receive appropriate duty training.(Governor Support)
- Governors and S.L.T. will monitor the impact of this policy on pupil achievement.

The Role of the Co-ordinator

- Facilitator- in providing access to training, awareness raising and information.
- Supporter-in giving staff and children the opportunity to discuss worries or concerns in this area or to direct them to appropriate agencies.
- Resourcing- Monitoring, reinforcing and managing shared resources.
- The school's named coordinator is Mrs. Sharon Broad.

Success Criteria

- All staff are aware of the school's Equal Opportunities Policy and are actively using the relevant documentation.
- The policy is reviewed by staff every year.
- Any cases of discrimination towards any child or member of staff are handled quickly and with utmost care.

This policy should be read in conjunction with:

- Fulfilling Every Child Matters Agenda
- Child Protection Policy
- Restorative Policy
- Anti- Social Behaviour policy
- Special Educational Needs Policy