



Equal Opportunities Policy

At Tower View Primary School we are committed to providing educational experiences of the highest quality in order to promote the highest possible standards of achievement. This policy on equality of opportunity, applying as it does to pupils, staff, governors, parents and members of the wider community, complements and supports this objective.

Aims

Equality of opportunity is reflected and encompassed in the aims and ethos of the school. Specifically this policy addresses the following aims:

- That all pupils irrespective of gender, ability, race, disability, religion and social circumstance have access to the curriculum and make the greatest progress possible.
- That no employee, prospective employee or any adult should be treated less favourably than others on the grounds of gender, race, disability, religion or social circumstances.

Introduction

The purpose of this policy is to:

- Recognise the illegality of discrimination, where any pupil or employee is treated less favourably than others on the grounds of gender, race, class, physical disability or religion.
- Acknowledge the existence of discrimination and record our commitment to the provision of equal opportunities and equal entitlement to our whole school community.
- Ensure that a clear and agreed policy on equal opportunities is put into practice at Tower View Primary School and that this is taken into account when planning for school and curriculum development.
- Fulfil all legal obligations under relevant legislation and associated codes of practice.

Curriculum

The school will endeavour:

- To provide a broad and balanced curriculum so that each child is given opportunities to encounter and develop knowledge, skills and understanding which meet his or her own needs.
- To ensure that the learning experiences offered to all pupils should be of high quality and thoughtfully planned, giving them access to the full range of resources and activities available within the school.
- To use learning materials and resources that avoid gender and racial bias, and stereotyping of any kind. They should also reflect the diverse and multi-racial nature of society in which we live.
- To ensure that curriculum content should promote pupils' understanding of and interest in environments and societies different from their own.

- To strike a balance when choosing themes or topics, or within planned learning experiences to take into account the interests of girls and boys and promote awareness and respect for different cultures in our own and other societies. Within the context of Literacy lessons, for example, texts may be selected which bring attention to stereotypical images e.g. The Turbulent Term of Tyke Tyler by Gene Kemp. We may also select texts, which we know to be of a more “boy friendly” nature in response to national concerns about underachievement of boys in Literacy terms.
- The curriculum should reflect the fact that Britain is and always has been a multicultural society, thereby encouraging understanding, tolerance and respect.
- The school will seek to reward excellence, effort and personal achievement in whatever sphere at whatever level. All children have access to our system of recognising achievement and public recognition of this through celebratory assemblies.
- As far as possible, ways to improve access for the disabled will be identified and implemented.

School and Classroom Organisation

- School lists will be organised in year groups alphabetically, rather than by sex, unless required for that purpose by outside agencies.
- Children should be physically grouped by years for assemblies.
- Equal opportunities should always be considered when grouping children for activities.
- Special needs of pupils will be made to ensure equality of access to the curriculum.

Assessment

- Tower View Primary School ensures that assessment is free of gender, cultural and social bias.
- Results are monitored to enable the identification of groups of pupils where there are patterns of underachievement, and action is taken accordingly.
- All pupils are challenged to continually extend their learning and achieve higher standards within their capability.
- We recognise and value all forms of achievement.
- Information from assessment is used to inform future planning.

Leadership and Management

- The school management will work in partnership with others to promote equality of opportunity, oppose all forms of prejudice, oppressive behaviour and discrimination.
- All staff and governors contribute to the development and review of policies.
- The head teacher ensures the involvement of governors and takes appropriate steps to enable the contribution of parents.
- As policies are reviewed on a rolling programme basis, the evaluation process will include the identification of actions to address equal opportunity issues.

Staffing

- Tower View Primary School adheres to recruitment and selection procedures which are fair, equal, and in line with statutory duties and LEA guidelines.
- All new staff will be made familiar with this policy.
- All staff are given status and are valued.
- Regular development opportunities are available to all staff.
- Staff and visitors provide a variety of role models to reflect the diversity of the local and wider community.
- Harassment of employees will not be tolerated.

Admissions and Attendance

- The admissions process is monitored to ensure that it is administered fairly and consistently to all pupils, so that pupils from particular groups are not disadvantaged.
- Parents are informed about their rights and responsibilities in relation to attendance and appropriate personnel always follow up absence.
- Provision will be made for leave of absence for religious observance, for staff as well as pupils.

Parents

- Progress reports are accessible to all parents.
- All parents are encouraged to participate at all levels in the full life of the school.

Responsibilities

- The Governing Board and Head teacher will ensure that the school complies with all relevant equalities legislation.
- The Governing Board and Head teacher will ensure that the policy will be implemented.
- The Head teacher and Deputy Head teachers will be responsible for ensuring all staff are aware of their responsibilities.

Monitoring and Review

- This policy will be regularly monitored and reviewed to ensure that it does not disadvantage particular sections of the community.
- The Head teacher or member of staff responsible for equal opportunities will review the effectiveness of this policy. A report on its implementation will be made annually to the governing board in the autumn term.

Dealing with complaints of discrimination:

It is essential for those who feel they have been discriminated against to have the opportunity of challenge the actions about which they feel aggrieved. Please refer to the grievances & complaints procedure for Staff.

When a child makes a complaint a discriminatory incident reporting form must be completed (green form) and passed to the head teacher. Appropriate action will be taken, in line with LEA procedures.

Written September 2014

Reviewed July 2021

Date to be reviewed September 2022