

Equal Opportunitites and Promoting Equality

Introduction

Pippins Primary School is a multi-cultural, multi-racial community of just over 230 adults and pupils. We believe that everyone in the school is of equal value and should have equal opportunities in school and the community in which they live.

Many people in our society are discriminated against and treated as if they are worth less than others because of their race, religion or language: because of their gender or sexuality, because of their class or because of a disability. This will not happen in our school.

People are individuals and therefore different. They have different needs and different contributions to make to the life of our school and of the community. The staff and governors for their part strive to give unconditional trust and ask of pupils that they endeavour to be honest and give respect to other people and their property.

Equal Opportunities is not about treating everybody the same. It is about meeting people's individual needs and appreciating their individual strengths and gifts. We are all different and should all be equally valued. Everything that follows in this statement is to help everyone involved make Pippins Primary School a real Equal Opportunities and Inclusive School.

Aims

At Pippins we aim:

- ✓ To offer an education appropriate to each individual pupil's needs regardless of their race, colour, ethnic or national origins, gender, sexual orientation, disability or religious beliefs.
- ✓ With regard to the statutory Code of Practice on the duty to promote Race Equality, we aim to tackle racial discrimination and to promote Equality of Opportunity and good race relations across all areas of school activity.
- ✓ We aim to ensure equal access to educational opportunities for all our pupils including Looked After Children and the opportunity to reach levels of attainment appropriate to their ability.
- ✓ We aim to ensure that active encouragement is given to all in order to enable them to develop fully talents and personal skills for co-operative interaction and academic excellence. No one person has the right to deny another person of his or her educational opportunity.

Objectives

- ✓ To regard all our pupils as being of equal value and to ensure that the needs of all pupils are identified and met and that they are able to achieve their full potential, helping to raise standards across the school
- ✓ To take direct action to remove inequalities between racial groups in their levels of achievement and progress, their experience of disciplinary measures (such as exclusions) admissions or assessment.
- ✓ To challenge in a positive way any form of prejudice, racism or sexism whether overt or covert which contradicts the School's Equal Opportunities policy. This means adopting a consistent and unambiguous stand, from which we strive to overcome prejudice and ensure equality of opportunity for all, thus protecting the rights and liberties of every individual.

- ✓ To foster self-esteem and respect for each person as an individual and to create a positive and inclusive atmosphere where there is a shared commitment to respect diversity and difference challenge and prevent racism and discrimination and encourage good relations between people of different racial groups.
- ✓ To prepare pupils to be good citizens, living and working in a multi-ethnic society and to take up the responsibility of participation and to treat all others as we would wish to be treated.
- ✓ To create and retain a workforce that is valued for its diverse contributions and represents different perspectives, ethnic backgrounds, experience and skills. To achieve this the school will maintain strong community/parental links and governors will give support to the school and all its stakeholders to ensure an effective educational delivery.

Key Guidelines

All pupils should be encouraged to value their own cultural heritage and the culture and lifestyles of others and to show respect for self and others while at the same time finding common ground to talk to one another and valuing living together in a community.

Every member of staff needs to accept responsibility for establishing a climate for controversial discussion. They must address widely held misconceptions to avoid the risk of pupils with limited experience arriving at consensus views of doubtful validity.

The provision of genuine equality of opportunity must be inherent in the education the school offers. The 3 – 11 curriculum opportunities must be open to all. The school must challenge any stereotyping, which leads to constraints on the development of pupil's abilities and aspirations and should include the opportunity to study multicultural issues as an intrinsic part of all programmes and teaching.

The school should clearly demonstrate the unacceptability of attitudes, incidents, taunts or remarks that give offence, intimidate, devalue another's view or opinion, or undermine another's self-esteem.

The school will value, include, support and make reasonable adjustments for all children including those who have SEND.

Governors and Staff

Staff will treat each other and all pupils with respect.

Staff will examine the ideas and images in books and other resources and will challenge negative images and give all pupils positive images.

Displays, notices, uniforms etc in the school will reflect its multi-racial population

Staff will make every effort to understand the origins and nature of racism and sexism and to recognise their own prejudice, where it exists.

The school values the fact that many pupils are bilingual and will encourage the use of community languages.

Preventing and dealing with discriminatory behaviour, abuse, bullying and intimidation is the responsibility of us all. The school will support victims of incidents.

Appointment and promotion of staff will be made and monitored in accordance with this policy. The Governing Body will monitor the balance at all levels of gender and ethnicity including membership of the Governing Body.

Pupils

All pupils are valued for themselves and can expect to have their culture and language treated positively and with respect.

Pupils will be given the opportunity in the classroom to discuss and identify and understand racism, sexism and other forms of prejudice.

Pupils will be able to contribute to the discussions and development of the school's work in the area of Equal Opportunities

If pupils feel they have been abused racially or bullied they should report the matter immediately to their teacher/ Learning Support Assistant, Deputy Head or Headteacher (as appropriate) All pupils can expect to be listened to and have their complaints investigated.

Pupils who have suffered racist or sexist behaviour, abuse, bullying or intimidations will be supported by the school. Anyone who has committed such offences will be dealt with appropriately – in the case of pupils this may include exclusion from the school.

Parents/ Carers and Visitors or Contract Staff

Parents/carers are very important to the school and in particular they have much to contribute to our Equal Opportunities policies. Their views are welcome and valued at all times. We ask that all parents/carers fully support the school Equal Opportunities policy.

The school will discuss with parents/carers any incidents of racist or sexist abuse or bullying in which their sons or daughters have been involved.

If parents/carers are aware of incidents of racism, sexism or bullying then they should contact their child's teacher or senior member of staff.

Any visitor or contract staff visiting or working at the school who become aware of any incidents of racism or sexism should report them to the Headteacher or one of the senior staff.

Information will be collected about pupils' performance and progress in all areas of school activity, including racial groupings, to analyse trends that could have an adverse impact on pupil's attainment

- Admissions
- Assessment and subsequent groupings by ability
- Pupil behaviour, discipline, punishment and reward
- Exclusions (fixed term and permanent)
- Racism, racial harassment and bullying
- Staff recruitment and development
- Governing Body
- Parental involvement

This policy will be monitored by the Headteacher and Senior Leadership Team annually to ensure its effectiveness. Evidence will be sought through the above data, pupil voice and parent/ staff views as to its efficacy.