

Equal Opportunities Policy

Introduction

Although Liverpool is a multi-faith and multi-cultural society, and Wellesbourne Primary and Nursery School consists of predominantly white Christian families, we endeavour to promote the diversity of our city. We believe that everyone in our school is of equal value and should have equal opportunities in the school and the community and in life

Many people in our society are discriminated against and treated with less respect because of their race, religion or language; because of their gender or sexuality; because of their class or because of a disability. Our school hopes to eliminate these forms of prejudice and inequality.

Equal Opportunities is not about treating everybody the same. It is about meeting people's individual needs and appreciating their individual strengths and gifts and how this contributes to their wellbeing. We recognise that children with autism or ADHD may experience mental health issues if their strengths and needs are not understood by others in the school community. We are all different and should all be equally valued. Everything that follows in this statement is to help everyone involved in making Wellesbourne Primary and Nursery School an Equal Opportunities and Inclusive School.

Aims

1. Our main aim is to offer an education appropriate to each individual within the school community acknowledging their race, colour, ethnic or national origins, gender, sexuality, disability or religious beliefs.
2. 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.
3. With regard to the SEN Code of Practice, the Index for Inclusion and the Social Inclusion initiatives, we aim to ensure equal access to educational opportunities for all our pupils, and the opportunity to reach levels of attainment appropriate to their ability.
4. We aim to ensure that everyone at the school (staff, pupils, parents, governors and visitors) is afforded the basic rights of freedom and access to opportunity, including freedom from all forms of harassment or bullying.
5. We aim to ensure that active encouragement is given to all in order to enable them to fully develop 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

1. To regard all our pupils and staff as being of equal value and to ensure that the needs of all pupils and staff are identified and met, and that they are able to achieve their full potential, helping to raise standards across the school.
2. Take direct action to remove inequalities. This will be reflected in our school's action plan promoting social inclusion and raising the level of attainment for all pupils.

3. To challenge in a positive way any form of prejudice, racism or sexism, whether overt or covert, which contradicts the school's equal opportunities and racial equality policies and codes of conduct. 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.
A racist incident or any discriminatory incident is any incident which is perceived to be racist / discriminative by the victim or any other person.
4. 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 all people.
5. To prepare pupils to be good citizens, living and working in a multi-ethnic society and to take up responsibility of participation, and to treat all others as we would wish to be treated.
6. 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 stakeholders, to ensure an effective educational delivery.

A Whole School Approach

All Wellesbourne Primary and Nursery School policies will reflect the following:

- Human dignity (pupils develop a sense of worth of self and others, irrespective of social, cultural, ethnic, linguistic or faith backgrounds).
- Justice and fairness (pupils value genuinely democratic processes and principles, and are willing to take action on this).
- Commitment to equality (pupils recognise the principle of equality as the underpinning of relationships between individual, groups and societies).
- Appreciation of diversity (pupils develop an open-minded approach to other cultures and social groups and are willing to learn from them).

From this the following key guidelines emerge:

1. 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.
2. Every member of staff needs to accept responsibility for establishing a reasonable climate for debate and extending opportunities 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.
3. The provision of genuine equality of opportunity must be inherent in the education the school offers. The curriculum opportunities must be open to all from 3 – 11 years. The school must challenge any gender stereotyping, which leads to constraints on the development of pupils' abilities and aspirations and should include the opportunity to study multicultural issues as an intrinsic part of all programmes of teaching.
4. The school should clearly demonstrate the unacceptability of attitudes, incidents, taunts or remarks that give offense, intimidate, devalue another's view or opinion, or undermine another's self-esteem.

More specifically this means the following code of practice for governors and staff, pupils, parents, carers and visitors.

Governors and Staff

1. Staff will treat each other and all pupils with respect.
2. Staff will examine the ideas and images in books and other resources and will challenge negative images and give all pupils positive images.
3. Policies on displays, notices, meals, uniform, etc in the school will reflect its multi-racial position.
4. Attendance at in-service training courses on equal opportunities will be encouraged. Staff will make every effort to understand the origins and the nature of racism and sexism and to recognise their own prejudice where it exists.
5. Positive links will be developed with the homes of pupils and communities from which our pupils come.
6. Preventing and dealing with discriminatory behaviour, abuse, bullying and intimidation is the responsibility of us all. The school will support victims of such incidents.
7. If any member of staff, or the governing body, feels that they have been discriminated against or bullied they should report the matter immediately and their complaints will be investigated.
8. Appointment and promotion of staff will be made and monitored in accordance with the school's Equal Opportunities policy for staff selection, appointment and promotion. The governing body will monitor the balance at all levels, of gender and ethnicity as well as membership of the governing body.

Pupils

1. All pupils are valued for themselves and can expect to have their culture and language treated positively and with respect.
2. Pupils will be given the opportunity in the classroom to discuss and to identify and understand racism, sexism and other forms of prejudice.
3. If pupils feel they have been abused racially or bullied they should report the matter immediately to a person they trust. All pupils can expect to be listened to and have their complaints investigated by the Headteacher, who will follow LEA Guidelines.
4. Pupils who have suffered racist or sexist behaviour, abuse, bullying or intimidation will be supported by the school. Anyone who has committed such offenses will be dealt with appropriately.
5. All pupils should treat each other and staff with respect.

Parents/Carers and Visitors

1. Parents/carers are very important to the school and in particular they have to contribute to our equal opportunities policies; their views are welcome and valued at all times. We ask that parents/carers fully support the school Equal Opportunities policy.
2. 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.

3. If parents are aware of any incidents of racism, sexism or bullying then they should contact an appropriate member of staff.
4. Any visitors 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. They should also abide by the code of conduct established by the school in relation to equal opportunities and racial equality.

Implementation

1. Procedures will be developed to ensure that this policy becomes a working document.
2. The school will operate the policy in respect of all staff appointments and promotions and will monitor gender and ethnicity balance.
3. All subject teaching, PSHE, assemblies and Collective Worship themes will take into account the objectives and guidelines of this policy.
4. Information will be collected about pupils' performance and progress in all areas of school activity to analyse trends that could have an adverse impact on pupils' attainment.
 - Admissions and transfer procedures
 - Curriculum, teaching and learning (including language and cultural needs)
 - Pupil behaviour, discipline, punishment and reward
 - Exclusions (fixed term and permanent)
 - Racism, racial harassment and bullying
 - Staff recruitment and career development
 - Membership of the governing body
 - Parental involvement
 - Working with the community

Evaluation (Monitoring and Assessment)

1. This policy is to be monitored by the Management Team to ensure its effectiveness through the school's development plan.
2. Evidence will be sought to confirm that the policy is promoted effectively to all stakeholders ensuring that staff, governors, pupils and parents understand and meet their responsibilities.
3. The effectiveness of the policy will be confirmed by its impact upon the rising of all pupils' levels of attainment, together with an increased inclusive atmosphere for all stakeholders and towards particular goals such as strengthening the gender balance at senior level.
4. This policy statement will continue to be discussed with pupils, parents/cares and staff governors.
5. The revision of the policy will be ongoing, ensuring the involvement and commitment of the whole school community. The statement will be reviewed annually.