

Ashton Vale Primary School **Policy for Equal Opportunities**

March 2002

Reviewed: March 2005/2008/2010/2012/2014/2016/2018

Review frequency: 2 years

Next review: March 2020

Aims

Ashton Vale Primary School is committed to the principles and practice of Equal Opportunities. It is essential that all pupils, whatever their mental and physical abilities, race, language, culture, gender, religion, sexual orientation or social background, should have access to the curriculum and be able to thrive according to their developing abilities. Equal Opportunity is seen as a whole school issue that should be an integral consideration in all planning and practise throughout the school.

We aim to:

- Counter and challenge ignorance and prejudice through education provided.
- Make it evident that, within the school, each individual is respected and valued and that the differences are seen as a positive contribution to the diversity within school.
- Create an environment which is secure and welcoming and within which all members of the school community feel that they are valued and have a part to play.
- Raise consciousness of equal opportunity issues wherever necessary.
- Make children aware of the damage caused by prejudice and discrimination and hence why it cannot be tolerated or condoned.
- Care for the needs of the pupils through an approach that acknowledges social, cultural and behavioural differences and avoids stereotyping.

Implementation

To employ the best people for any vacancy regardless of their age, sex, sexual orientation, race, colour, creed or social background.

To actively discourage racist, sexist, homophobic or derogatory language or actions among all members of the school community, including governors, staff, children and parents. To directly challenge any racist, homophobic or sexist language used within the school environment.

To address the aims of this policy through lesson planning in all curriculum areas. To have particular regard for appropriate choice of lesson content, resources, differentiating, teaching and learning styles and appropriate display.

PTO

Through all assemblies and whole school events, to reflect the multi-ethnic and multi-cultural nature of the community at large.

To ensure that displays and resources reflect the multi-cultural and multi-ethnic nature of the community at large.

To provide differentiated work that challenges pupils, including children with special educational needs and disabilities as well as the more able.

Through assemblies, PSHME topics and R.E. lessons, to ensure that all pupils recognise and respect diversity, different cultural perspectives and view points.

To use and draw attention to positive role models within the school, local community and society in general.

That all staff are seen as positive role models within the school, local community and society in general.

That all staff are seen as positive role models through their demonstration of enthusiastic and positive commitment to equal opportunities.

Last reviewed: March 2018