



EDGEBOROUGH SCHOOL

Equal Opportunities
(including EYFS and Boarding)

UPDATE LOG

DATE	CHANGE	By Whom
27/01/18	Addition of key information and general updating.	KA
15/05/18	DT formatting changes	DT
09/09/18	Included distinct reference to Equality Act 2010 (p. 4)	DT

Contents

REFERENCES.....	4
AIMS.....	4
RESPONSIBILITIES.....	4
EMPLOYMENT OF STAFF.....	5
STAFF DEVELOPMENT.....	5
PUPILS.....	5
ADMISSIONS.....	5
REGISTERS.....	5
DAILY ORGANISATION.....	6
CURRICULUM.....	6
ASSESSMENT AND TESTING.....	6
RESOURCES AND THE TEACHING ENVIRONMENT.....	6
EXTRA-CURRICULUM ACTIVITIES.....	6
DIETARY REQUIREMENTS.....	7
BEHAVIOUR OF PUPILS.....	7

REFERENCES

This policy has been produced and developed with clear reference to the Equality Act (2010). At Edgeborough we encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act(a).

AIMS

This school recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equal opportunities policy.

- We will promote the concept of equality of opportunity throughout the organisation, both for those adults within the community of the school and for all pupils (Years 1 – 8) and children (Nursery and Reception Years);
- We will seek to develop an understanding of, and promotion of, human equality and equal opportunities;
- We will promote good relations between members of different racial, cultural and religious groups and communities;
- We will attempt to enable all members of the community to take responsibility for their behaviour and relationships with others.
- We will ensure that no member of the community is excluded or disadvantaged because of ethnicity, religion, sexual orientation, culture, family background, disability or gender.
- We will attempt to ensure that all members of the community feel secure, included and valued.
- We will attempt to establish feelings of respect and trust with all members of the community - We will treat each member of the community as an individual and provide equality of opportunity.

RESPONSIBILITIES

The governing body will monitor and review the working of the policy and procedures of the school.

The Headmaster has responsibility for the equal opportunities policy and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, pupils and parents.

All staff are responsible for following the policy and reporting incidents of unequal treatment to the appropriate senior member of staff.

Discriminatory behaviour or remarks by children, staff or parents are not acceptable and will be investigated using the relevant complaint procedures.

EMPLOYMENT OF STAFF

- Edgeborough is an Equal Opportunities employer and welcomes applications from all posts from appropriately qualified persons regardless of gender, race, religion, disability or age.
- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment.
- Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment.
- Staff are expected to act as role models to pupils, demonstrating appropriate attitudes, language and behaviour and to create an understanding of the rich and diverse culture in which they live.
- The school supports the principle of equal opportunities. It maintains that all staff should be treated fairly and with respect.

STAFF DEVELOPMENT

- All employees have equal chances of training, career development and promotion;
- All new staff coming in to the school will be offered induction training which will include a reference to the organisation's equal opportunities policy;
- People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

PUPILS

- Boys and girls have equal access to the programmes of study but do different things in certain areas of the curriculum such as sport.
- In accordance with the aims of the school we try to provide equal opportunities for all children irrespective of special educational needs, race, gender, religion, disability or class.
- The school is committed to educational inclusion (see SEN policy. The SENCO is Helen Pasley);

ADMISSIONS

- See separate Admission Policy 15A
- Pupils are admitted to Edgeborough on a 'first come first served' basis which takes no account of race, religion, sex or class.
- During the school visit we will talk to the child and the parents about the child's ethnic, religious and cultural heritage and experiences at home. Staff will use this information when planning and carrying out activities within the school to ensure that familiar experiences are used as starting points for learning.

REGISTERS

All registers are written in alphabetical order.

DAILY ORGANISATION

Children will work in mixed groups in terms of sex and race. Children will line up and move around the school in mixed groups appropriate to their stage of development.

CURRICULUM

Care is taken to ensure that the curriculum content and design is not discriminatory either in the manner in which it is presented, or the way in which children are afforded access to a particular course of study.

The curriculum will include activities to encourage children to respect their own cultural background and beliefs and those of other people. These will include:

- Activities relating to a wide range of religious, ethnic and cultural festivals
- Telling stories, listening to music and looking at pictures and videos from a range of cultures and religions
- Role play activities that reflect a variety of cultures
- Discussions with and between the children about the similarities and differences in their experiences and the reasons for those similarities and differences.

ASSESSMENT AND TESTING

School procedures for assessment and testing do not discriminate against children on grounds of sex or race. Where a child has requires additional time or support on account of a special educational need, this is provided. This applies to internal assessment and is negotiated on behalf of the child for external examinations.

RESOURCES AND THE TEACHING ENVIRONMENT

When setting up rooms, outdoor areas, displays and equipment, the school will aim to create an environment that encourages a positive attitude to learning. This will include:

- Keeping the environment free from any discriminatory practice or stereotypical images
- Valuing the local community and environment as a source of learning opportunities
- Using displays, resources and equipment that reflect the community in which the children live as well as the wider world
- Ensuring that all children have equal access to resources

EXTRA-CURRICULUM ACTIVITIES

Certain extra-curricular activities are restricted to defined age groups; however, within those restrictions all pupils are encouraged to participate.

DIETARY REQUIREMENTS

Special dietary requirements for medical/religious reasons will be catered for by the catering staff and dishes from other cultures form an integral part of the school's menus. Special menus featuring food from different countries and cultures feature regularly.

BEHAVIOUR OF PUPILS

Our Discipline Policy aims to encourage positive behaviour from all children. All adults working in the school are encouraged to be aware of the need to avoid stereotyping, particularly in the playground.

School rules clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religious, gender, sexual orientation and disability. By this, the recommendations of the Equality Act are followed.