

BARDNEY CE AND METHODIST PRIMARY SCHOOL

Equal Opportunities Policy

As a caring Church School, we are committed to the Christian values that develop a distinctive ethos underpinning the way in which we carry out our work and the way in which our children learn. We wholeheartedly adopt the “Every Child Matters” agenda and believe that we can inspire all members of our school community to achieve their full potential.

At our school we aim to:

- Develop Christian values and principles.
- Help all members of our school community in achieving to their potential.
- Enable each child to develop an enquiring mind with the ability to question and discuss, so that they become independent, life-long learners.
- Provide an environment which is dedicated to promoting high standards of achievement for all and a love of learning which will be life-long and achieved within a Christian context

AIM

At Bardney Primary School we aim to be an inclusive school where all pupils have equality of opportunity whatever their age, ability, gender, race, religion or background ensuring high expectations enable each individual to fulfil his/her full potential. We aim to provide a happy and caring environment and equip our pupils with an understanding of our diverse society and an appreciation of and value of difference.

OBJECTIVES

- To ensure every pupil feels valued
- To nurture a mutual respect for all and encourage a positive attitude towards all members of society
- To develop in pupils and staff a commitment to equal opportunities.

STRATEGIES

We strive to organise our school in such a way that our learning environment upholds our belief of equality of opportunity. We will try to ensure that:

1. Positive visual images are given of people in terms of gender, ethnicity, disability and age.
2. Literature and multi-media reflect the variety of people, homes and families here and around the world.
3. Songs, rhymes, music and musical instruments reflect a wide range of cultures.
4. Imaginative play areas include resources to explore a range of roles.
5. Activity areas are arranged in a way to ensure access to all.
6. We attempt to pronounce people's names correctly. (The decision to use a nickname is the prerogative of the nicknamed).
7. Attention is paid to spelling names correctly at all times.
8. Bi-lingualism is seen as an asset.
9. Assumptions are not made about a pupil's potential based on home circumstances or background.
10. No pupil will be excluded from receiving the curriculum or privileges on the basis of gender.
11. We give our time fairly to each child.
12. Pupils with identified needs are not removed from other lessons more than is necessary.
13. Pupils with disabilities have access to tools and instruments and are given appropriate support.
14. We recognise the importance of positive role models.

- 15. We value every member of our team regardless of their role.
- 16. We encourage parent/carer involvement in their child's education.

Racist incidents are dealt with according to the Guidance for Schools in Lincolnshire 2006.

ROLES

Headteacher

- To implement the school's policy
- To ensure all staff are aware of the policy and apply it
- To ensure that the principles of equal opportunity are promoted within the curriculum

Staff/Students and Trainees

- To promote fairness and justice for all
- To ensure all pupils are treated with respect
- To ensure all pupils have equal access to the full range of educational opportunities offered by school
- To remove any forms of discrimination that may form barriers to learning
- To challenge stereotyping and prejudice
- To celebrate cultural diversity

Governors

- To monitor the policy
- To receive reports of any incidents from the Headteacher on the application of the policy
- To review this policy

Other related policies:

Anti-bullying Policy
 Race Equality Policy
 SEN Policy

Date of Adoption	7 November 2016
Date of Review	Autumn 2018