



# EQUAL OPPORTUNITIES POLICY

Issue No 16

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## Purpose

At Scott Lower School we value the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of our children's varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter.

## Aims

This policy is intended to help to ensure that Scott Lower promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

This policy accords with all current legislation.

## Teaching and Learning

- Pupils at Scott Lower School follow the full National Curriculum. This is differentiated to meet the needs of each individual pupil, including those holding a Statement of Special Educational Needs. The curriculum will be amended to include issues specified within Individual Education Plans as appropriate.
- The curriculum will challenge stereotyping, prejudice and discrimination. It will promote equality of opportunity and positive attitudes to all people.
- Teachers will seek to provide age-appropriate experiences for all pupils.
- The curriculum will reflect the fact that Britain is a multi-cultural society. It will promote respect for all cultures and educate against racism and bigotry.
- It will promote awareness of gender issues and educate against sexism.
- No pupil will be discriminated against on the basis of socio-economic circumstance.
- Pupils will be given equal access to, and support in the use of materials, resources and equipment and, as necessary, special equipment or resources to meet their individual needs.
- Resources will be presented that avoid stereotyping, promote positive images and give equal emphasis to the roles of men and women in society.
- Materials will be used that reflect the richness of the multi-cultural society within which we live.
- Teachers will be mindful of equal opportunities when new resources are brought into Scott Lower School.
- Areas in and outside the classrooms will reflect the needs and interests of all pupils.
- Language will be used to promote a positive self-image. Stereotypical language referring to an individual's ability, age, gender, race, religion will be challenged by staff.
- Rewards and sanctions will be awarded fairly.
- Assemblies will take into account the multi-cultural nature of society.
- Displays of pupils' work will reflect the value we place on individual achievement.
- Members of the school will be polite and welcoming to all visitors and parents.
- Everyone at Scott Lower School will be valued, regardless of age or intellectual ability.
- Whilst recognising the individual needs of pupils, expectations of achievement and behaviour will be high.
- Staff will promote equality of opportunity through classroom methods that do not discriminate.
- Pupil lists used directly with the pupils e.g. registers, shall be in alphabetical order without gender discrimination. Mixed gender activities will be the norm.
- Tasks around the school will be offered equally to boys and girls, younger and older pupils.
- Staff will ensure that pupils may express their thoughts and feelings without fear of ridicule or embarrassment.
- Staff will make sure that they spell and pronounce names correctly, and encourage pupils to accept and respect names from other cultures.

## Assessment, Recording and Reporting

- We recognise the right of every person in the school to be free from verbal or physical harassment. All violence is unacceptable.
- Racist or sexist literature will be confiscated. Racist or sexist behaviour will be reported directly to the Head Teacher.

## Management Support

- Parents will be informed that Scott Lower School is committed to equality of opportunity, and that pupils are expected to respect the standards of the school.
- Visiting speakers and volunteers will be informed as to the school's policy on equal opportunities

## **Equal Opportunities**

Scott Lower School is committed to working towards equality of opportunity for all children regardless of age, ability, gender, race and social circumstances. All pupils are of equal value and have the same right to take part in the varied activities and opportunities wherever possible. All opportunities for learning should be offered in a way which allows all children access and the ability to progress at their stage of understanding.

### **Disability Discrimination Act**

Scott Lower School is committed to having due regard to the following

The Disability Discrimination Act 1995 has been amended by the Disability Discrimination Act 2005 so that it now places a duty on all public authorities, including schools, when carrying out their functions, to have due regard to the need to:

- Promote equality of opportunity between disabled persons and other persons
- Eliminate discrimination that is unlawful under the Act
- Eliminate harassment of disabled persons that is related to their disabilities
- Promote positive attitudes towards disabled persons
- Encourage participation by disabled persons in public life
- Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.