



INSKIP ST PETER'S C of E PRIMARY SCHOOL

Learning, Loving and Living with Jesus

EQUAL OPPORTUNITIES POLICY

March 2016

1 INTRODUCTION

At St Peter's Primary School we are committed to providing equality of opportunity for all children. Our school celebrates every child in our school community and ensures the inclusion of all pupils in school life. Our Mission Statement and Aims underpins our commitment to ensure that every child achieves their full potential.

This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background and that pupils have a common curriculum experience.

2 AIMS

Our school aims to be an inclusive school, where equality of opportunity is a reality for all our children and staff.

We aim to be a school where:

- Every child achieves their full potential.
- All children have equal access to the full range of opportunities provided by the school
- All children enjoy learning, feel safe and are valued
- Mutual respect, care and responsibility is shown for everyone in school and the wider community and that this extends to our global community
- Pupils are taught about equality and diversity in order to challenge the discrimination, stereotyping and prejudices within society and to enable pupils to make a positive contribution.

The Governors and Staff adhere to the LA Policy on Equality:

- Discrimination on the basis of colour, culture, origin, ability, gender or sexual orientation is unacceptable
- Every pupil and member of staff endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for, and appreciation of, each other as individuals



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- The primary objective of our school will therefore be to educate, develop and prepare all our pupils, whatever their background, ability, gender, religion or ethnicity, for life in a multicultural society.

3 RESPONSIBILITIES, PRACTICES AND PROCEDURES

The governors and staff recognise our responsibility towards ensuring equality of opportunity and recognise the barriers to learning that arise from the inequalities that exist in our society. All governors and staff are responsible for actively promoting the principles of this policy in all aspects of school life. This includes a commitment to actively promote the change of any practices or attitudes that might reinforce inequality. We understand that this does not mean treating all equally; positive action may sometimes be necessary to create the circumstances in which equality of opportunity can exist.

4 ADMISSIONS

The school follows the LA Admission Policy which does not permit sex, race, colour or disability to be used as criteria for admission.

5 DISCRIMINATION

All forms of discrimination by any pupil within the school are treated seriously. It is made clear to offending individuals that such behaviour is unacceptable. Procedures for dealing with any such incidents are outlined in the school's Anti-bullying Policy and Behaviour Policy.

6 PUPILS ACHIEVEMENT

At St Peter's CE Primary School we have high expectations of all pupils. Any pupil underachieving is identified through assessment tracking systems and pastoral procedures. Where a child is under-achieving, the reasons are considered, which may include inequalities of opportunities (for example due to circumstances within the family home, attendance, medical reasons). Educational provision is put in place in order for the child to achieve expectations, and where necessary inequalities are addressed with support for pupils and families. Bullying of children with Special Educational Needs and Disabilities is never tolerated and our Anti-Bullying Policy is strictly adhered to.

7 STAFF

The school values diversity amongst the staff. We aim to provide equality of opportunity for all staff. In all appointments, the best candidate is appointed, based upon strict professional criteria, in line with Lancashire's recruitment and safeguarding guidance.



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In order to sustain high expectations of pupil potential, staff are trained in the use of data to identify and analyse progress and attainment by groups and individuals.

All staff contribute to the pastoral procedures within the school and are able to raise any concerns regarding a pupil's achievement or well-being.

Any form of discrimination by a member of staff is treated seriously.

The school will apply Lancashire personnel guidelines and model policies where necessary.

8 THE CURRICULUM

All pupils have access to the school's curriculum. We regularly evaluate our provision in all areas of the formal curriculum, extra-curricular opportunities (for example educational visits, clubs), as well as the whole school ethos in order to ensure equality of opportunity and inclusion.

The curriculum is creative, coherent and relevant. It is designed to be engaging and challenging to pupils and to stimulate a desire for life-long learning. The curriculum is accessible to all pupils, with all lessons differentiated to specific needs of pupils. Our curriculum is also one which promotes equality of opportunity and we recognise that in order to 'make a difference', pupils need to be actively taught about inequalities, stereotypes and discrimination. The curriculum challenges such inequalities and empowers pupils to make a positive contribution within the school community and wider community.

9 RESOURCES

We provide resources to meet the needs of all pupils, taking into account their different needs, in order for all pupils to have access to the curriculum, to school life in full and in order for all pupils to achieve. Our staffing is organised to take into account the different needs of individuals and groups throughout the school.