



## *The St. Teresa R.C. Primary School*

### Policy Statement for Equal Opportunities in Education

#### **Summary of Rationale:**

The curriculum should provide equal opportunity for pupils to have access to a broad range of learning opportunities irrespective of whether they are girls or boys.

The issue of equal opportunities should be addressed by all Staff, Governors and Administrators and should feature when making decisions about all aspects of school life.

There should be a general commitment to anti-sexism throughout the school.

#### **Summary of Purposes:**

1. To eradicate all forms of sex discrimination and stereotyping which lead people to conform to gender roles which inhibit individuals abilities, preferences and aspirations.
2. To ensure that all members of staff are aware of the effects of stereotyping and are committed to anti-sexist practice.
3. To ensure that resources and materials do not reinforce stereotyping and that they reflect equality of opportunity in their provision and use.

#### **Summary of Guidelines:**

1. Sexist attitudes and behaviours must be dealt with as seriously as any other socially unacceptable behaviour.
2. All books, materials and resources must be examined to ensure that those portraying stereotyped roles of the sexes are not used.
3. The learning environment must promote positive images of both sexes. Gender should not be the determining factor affecting access to any area of the curriculum or activity within it.

## **Equal Opportunities Policy Details.**

The basic equality between all human beings has always been fundamental to Catholic belief and teaching. "All human beings are endowed with a rational soul and are created in god's image; they have the same nature and origin and, been redeemed by Christ, they enjoy the same divine calling and destiny....forms of social or cultural discrimination in basic personnel rights on the grounds of sex, race, colour, social conditions, language or religion, must be curbed and eradicated as incompatible with God's design"  
(Gaudium et spes 29)

The implications of this belief, in basic equality, are lived out as far as possible in The St Teresa Catholic Primary School

### **1. Aims and objectives**

1.1 We do not discriminate against anyone, be they the staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.

1.2 We promote the principles of fairness and justice for all through the education that we provide in our school.

1.3 We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

1.4 We constantly strive to improve any forms of indirect discrimination that may form barriers to learning.

1.5 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

1.6 We challenge stereotyping and prejudice whenever it occurs.

1.7 We celebrate the cultural diversity of our community and show respect for all minority groups.

1.8 We are aware that low self-image and ignorance cause prejudice and stereotyping. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

## **2. Anti-racism**

2.1 It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racial behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.

2.2 We endeavour to make our school welcoming to all minority groups. So, for example should we find any offensive graffiti we would remove it immediately. We promote an understanding of the different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.

2.3 Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, the history curriculum gives due emphasis to ancient African traditions and cultures in the work that the children do on the Ancient Egyptians.

2.4 Should anyone at our school be a victim of racism, we will do all we can to support that person overcoming any difficulties that they may have.

## **3. The role of Governors**

3.1 The Governing Body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.

3.2 The Governing Body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The Governors take all reasonable steps to ensure that the schools environment gives access to people with disabilities where the building which has many levels will allow.

3.3 The Governing Body will in its annual report, make reference to arrangements for disabled pupils.

3.4 The Governors welcome all applications to join the school, whatever background or disability a child may have through priority is given to practising Catholics with regard to admissions.

3.5 The Governing Body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum.

#### **4 The role of the Head Teacher**

4.1 It is the Head Teacher's role to implement the school's equal opportunities and anti-racism policy and she/he is supported by the Governing Body in doing so.

4.2 It is the Head Teacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

4.3 The Head Teacher ensures that all appointments panels give due regard to this policy, so that no one is discriminated against when it comes to employment or training opportunities.

4.4 The Head Teacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.

4.5 The Head Teacher treats all incidents of unfair treatment and any racist incidents with due seriousness

#### **5 The role of the class teacher.**

5.1 The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

5.2 When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racial or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

5.3 When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, history topics in our school include examples of significant contributions woman have made to developments in this country's history. In geography topics the teachers attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

5.4 All our teachers challenge any incidents of prejudice or racism. We record any serious incidents in the school logbook, and draw them to the attention of the Head Teacher. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

## **6 Monitoring and Review**

6.1 It is the responsibility of the Governing Body to monitor the effectiveness of this Equal Opportunities Policy. The Governing body does this by:

- ◆ Monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in school.
- ◆ Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against.
- ◆ Requiring the Head Teacher to report to governors on an annual basis on the effectiveness of this policy.
- ◆ Taking into serious consideration any complaints regarding equal opportunities issues from parents, staff or pupils.
- ◆ Monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated