

SHELTON INFANT SCHOOL

EQUAL OPPORTUNITIES POLICY

Aims and Objectives

We do not discriminate against anyone, be they staff, pupil or visitor, on the grounds of their sex, race, colour, religion, sexual orientation, nationality, ethnic or national origins.

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

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

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

We challenge stereotyping and prejudice whenever it occurs.

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

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

The role of the Governing Body

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.

The Governing Body seeks to ensure that people with disabilities are not discriminated against when applying for posts at our school.

The Governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.

The Governors welcome all applications for admission to the school irrespective of any disabilities a child may have.

The Governing Body ensures that no child is discriminated against whilst in our school on account of their sex, religion, race, nationality, ethnic or national origins.

The Governors ensure that all children have access to the whole curriculum.

The role of the Headteacher

It is the Headteacher's role to implement the school's Equal Opportunities Policy.

The Headteacher ensures that all appointment panels give due regard to this policy.

The Headteacher promotes the principles of equal opportunity when developing the curriculum and promotes respect for other people in all aspects of school life, eg. through assemblies, displays, etc.

The Headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness. No form of racism will be tolerated. All racist incidents are reported to the Local Authority in accordance with its own policy. Should anyone at our school be a victim of racism we will do all we can to support that person in overcoming any difficulties they may have.

The role of the classteacher

The class teacher ensures that all pupils are treated fairly, equally and with respect.

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

The role of all staff

All staff challenge prejudice or racism.

All staff treat pupils equally and do not discriminate against any child.

Monitoring & Review

It is the responsibility of the Governing Body to monitor the effectiveness of this Equal Opportunities policy.

The Governing Body achieves this by:

- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school,
- monitoring the staff appointment process so that no person applying for a post at this school is discriminated against,
- giving serious consideration to any complaints regarding equal opportunity issues from parents, staff or pupils, and,
- monitoring the school's positive discipline policy to ensure pupils from minority groups are not unfairly treated.