



Lightwoods School

Policy Library

TITLE:

Equal Opportunity Policy

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Lightwoods Primary School

Equal Opportunities Policy

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Equal Opportunities Policy

1. Rationale

- 1.1 At Lightwoods Primary School we treat everybody, regardless of any condition equally. This is not to say we treat everyone the same, but that we offer everyone the same opportunities and that our reactions and interactions with each other and with visitors are determined by who they are, not what they are.
- 1.2 There is no place at Lightwoods Primary School for discrimination of any sort. We will not accept any decision based on anything other than the individual characteristics and merits of those being considered, whether this is in setting a scheme of work or as part of a job interview.
- 1.3 We believe that all pupils should be taught to see people as individual persons first and foremost, and that all pupils should be given the skills, knowledge and experience to make a positive contribution, reject discrimination and prove themselves regardless of their condition.
- 1.4 We wish to create an environment where every child reaches their full potential regardless of race, class, religion, gender, age, appearance or any other factor other than their own innate ability.

2. Aims

- 2.1 The school will implement all policies and procedures in a way which does not discriminate against anyone. There are separate Accessibility Policies, and all other policies are designed to offer equal opportunities to everyone within the school.
- 2.2 The school will consider the 'Hidden Curriculum', this being the way in which the school transmits beliefs, values and attitudes alongside conventional teachings, to ensure that we do not unintentionally promote particular ways of thinking about particular groups of people, and that we do instead promote the message that everyone is equal and should be given equal opportunity. The 'Hidden Curriculum' applies equally to parents, who will be given every possible help and encouragement to overcome any prejudices that may affect their children.
- 2.3 We will make it clear to all pupils that discrimination is unacceptable, within or the school community. We will teach them to treat everybody equally, and that discrimination is wrong.

3. Practise

- 3.01** Any incident of discriminatory behaviour will be taken very seriously, and should be reported immediately to the Senior Management Team.
- 3.02** If discriminatory behaviour is unconscious or unintended, this should be pointed out to the perpetrator of the behaviour, with the implications of their behaviour being brought home to them.
- 3.03** If discriminatory behaviour is deliberate, the schools Behaviour and Discipline and Bullying Policy will be followed together with the Discipline Procedure (Staff). The school will not tolerate discrimination.
- 3.04** We do not discriminate amongst pupils by gender, with activities being mixed and everyone having the same access to the curriculum, as is seating in class and assembly. Registers are organised strictly alphabetically.
- 3.05** We do not discriminate amongst pupils by class, as all pupils, regardless of background, are given the same opportunities and treatment by staff.
- 3.06** We do not discriminate amongst pupils according to ability or disability, but allow everyone to access the curriculum and to achieve to their full potential. For children with Special Educational Needs we offer specific learning programmes. For more able children we may withdraw small groups for extension work in Key Stage 2. We make appropriate allowances for those with physical disabilities or conditions: see the Accessibility Plan and the Health Plan.
- 3.07** We do not discriminate amongst pupils by race: see the Racial Equality Plan. We treat all races with equal respect and include work on tolerance and understand in our PHSE curriculum.
- 3.08** We do not discriminate amongst pupils by religion. We treat all religions with equal respect, and include them in our RE syllabus so that all pupils have the opportunity to understand their own and other religions.
- 3.09** We do not use assessment as a basis to characterise pupils: assessment exists as an aid to improving teaching and learning, not as a means of labelling pupils. All pupils should be regarded as having equal opportunity to excel, and attainment in one policy is not an indicator of potential in another.

- 3.10** Incidents of discrimination are recorded and parents are invited into school to discuss actions.

4. Review

- 4.1** This policy and its implementation will be regularly reviewed by the Governing Body, and any revisions judged necessary discussed at the next available Governing Body meeting.