

Collaton St. Mary C. of E. (V.A.) Primary School

School Policy on Equal Opportunities Policy, Anti-Racism and Cultural Diversity

Rationale:

We believe that all children share an equal right to an appropriately matched broad and balanced curriculum in a Christian context. They should be treated with the same degree of concern for their education and development and to have the same chance to benefit from resources available to our school, irrespective of gender, ethnicity, and level of ability or social circumstances.

Our commitment to equality reflects the moral view that all people are of equal value and should receive equal opportunities, access and treatment.

Purposes:

1. To increase understanding among all staff, parents, carers, governors and visitors about equal opportunities and anti-racism and to increase knowledge of the law regarding the Sex Discrimination, Race Relations (amendments) Act 2000 and Disability Acts.
2. To promote social inclusion, equality, cultural respect and rule of law.
3. To give children support to develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

Guidelines:

1. We ensure that the purposes and principles outlined above apply to the full range of our policies and practices, particularly those that are concerned with:

- Pupils' progress, attainment and assessment.
- Behaviour, discipline and exclusions
- Pupils personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- Curriculum content
- Staff recruitment
- Staff development
- Partnerships with parents and various communities

2. Equality needs to be evident in classroom practice.

Lists, seating, wall displays, language, images and grouping should be structured so as not to privilege or inhibit any group or individual.

3. Resources (i.e. finance, facilities, support and guidance) need to be distributed fairly.
4. Staff need to ensure that all incidents of racial, cultural, sexual or other harassment, including verbal abuse, are reported to the Headteacher in accordance with Council Guidance.
5. This school is opposed to all forms of racism and xenophobia, including those forms directed towards mainstream religious groups and communities e.g. Islam phobia, against travellers, refugees and asylum seekers.
6. There should be a celebration of differences and equal value must be given to all cultures and both sexes.

7. As part of its commitment to a broad and balanced curriculum, the school will ensure that all pupils have an awareness of positive role models and have equitable teacher time commensurate with their needs.

Responsibilities

1. The Governing Body is responsible for ensuring that the school complies with this legislation and that this policy and its related procedures and strategies are implemented.
2. The Headteacher is responsible for implementing this policy, for ensuring that all staff are aware of their responsibilities and given appropriate support and for taking appropriate action in any cases of unlawful discrimination.
3. All staff are expected to deal with racist incidents that may occur; to identify and challenge racial and cultural bias and stereotyping, to support pupils in their class for whom English is an additional language and to incorporate principles of equality and diversity into all aspects of their work.
4. Visitors to the school will be made aware of this policy.

Breaches of this Policy

Breaches of this policy will be dealt with in the same ways as other breaches of school policies, as determined by the Headteacher and governing Body.

Agreed:

Last reviewed: January 2007.

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