

*Sonning Common
Primary School*

**POLICY
STATEMENT
ON
EQUAL
OPPORTUNITIES**

POLICY STATEMENT ON EQUAL OPPORTUNITIES

Equal opportunities ensure:

- ❖ the same breadth and quality of opportunity for all people, regardless of their age, race, creed, colour, gender, sexual orientation, social background, disabilities or special needs.
- ❖ recognition and encouragement of input from all members of the school community.
- ❖ that differences are valued.
- ❖ that in school the entire school community is involved and planned for - this must be shown on the school development plan and carried through in practice.
- ❖ a fair-for-all system which includes all who work in the school.

Equal opportunities for all is the school's central statement and is described with particular reference to the education of children in the school brochure.

It is the brief of this policy document that all those who are in some way connected to Sonning Common Primary School have a clear and coherent understanding of what equal opportunities mean in the school. The importance of such a policy to the school is that it will provide a benchmark by which the activities and attitudes of the school will be judged by the community.

Equal opportunities policy should underpin attitudes, policies and practices for all staff and pupils in the school to develop individual confidence, self-esteem and to engender good school community spirit.

The headteacher, staff and governors also have a legal responsibility to ensure equal opportunities.

Equal opportunities in practice:

Equal opportunity at Sonning Common Primary School affects:

- ❖ all children.
- ❖ all teaching and non-teaching staff.

- ❖ all parents: the children's natural parents (whether at home or separated) step-parents, carers and guardians.
- ❖ all governors.

Equal opportunities are inherent in every aspect of this school and will therefore influence;

- ❖ day to day organisation.
- ❖ values and expectations in school life within a framework of school rules.
- ❖ the nature of relationships between all members of the school community.
- ❖ the content of the school curriculum.
- ❖ the ways in which pupils learn and how teachers help children to learn.

Legal Responsibilities:

The following areas are subject to legislation:

- ❖ racial and sexual discrimination.
- ❖ equal pay and equal treatment.
- ❖ R.E. and collective worship.
- ❖ pupils with special needs.
- ❖ homosexuality.

The headteacher, staff and governors will regard it as their duty to:

- ❖ offer equal opportunities in all aspects of school life to boys and girls.
- ❖ provide places for children with special physical needs, behavioural difficulties and all kinds of educational needs (other than those of a special school) outlined in the school's Special Needs document, within the school's catchment area and within the financial constraints of local and central government. The school allocates places to traveller's children.
- ❖ aim to provide, if possible and required, all school documents translated into the relevant languages, and translators for school events.
- ❖ give equal opportunities to men and women in all departments. No form of discriminatory question will be used at interviews.
- ❖ ensure pupil registers are not listed in a manner that may suggest any kind of segregation.

- ❖ make all parents feel welcome at school and that their comments and opinions are valued.
- ❖ write all communications to parents in a non-sexist manner.
- ❖ as far as possible ensure that the governing body is representative of the community.
- ❖ censure any child, member of staff, governor or parent who uses racist or sexist language on the school site.
- ❖ enforce school rules on a fair-to-all basis and contact parents as soon as possible in cases of unacceptable pupil behaviour.
- ❖ ensure that all staff know of events, dates or changes in school organisation.
- ❖ provide the necessary facilities for parents and support staff (Learning Support Assistants, lunchtime supervisors, administrative and care-taking staff) to read school policy documents.
- ❖ ensure that children know about other religions and cultures.
- ❖ provide a fair allocation of playground facilities to all age groups of children.

Resources:

It is the responsibility of the headteacher staff and governing body to provide the necessary funds to carry through this policy effectively, within the financial constraints of central and local government.

Monitoring:

The personnel committee should annually review this policy. Specific areas such as general working practices and curriculum content, and recruitment will require careful monitoring. Admission committees, review panels and their procedures must be recorded particularly carefully.

