



Rowlands Gill Primary School

Equal Opportunities Policy

Date: November 2016

Ratified by Governors: November 2016

Review Date: November 2018





POLICY FOR EQUAL OPPORTUNITIES

Rowlands Gill Primary School aims to provide all pupils with equal opportunities. They should have equal access and opportunities within the Curriculum, both formal and informal, so that when leaving our school they have the widest possible options available to them, educationally, socially and vocationally.

Rowlands Gill Primary School supports equal opportunities by countering stereotypes and prejudice, reducing the effects of sexual, racial and social discrimination, while at the same time acknowledging the diverse cultural and educational needs of our pupils.

Equality of opportunity for all children is essential, whatever their age, ability, gender, race or background. We recognise that a child's self-perception can be influenced by his or her environment. We want all our pupils to achieve their full potential during their time with us. We work to ensure that our expectations, attitudes and practices - in particular those relating to gender - do not prevent any child from fulfilling his or her potential.

We understand that, as children mature and their relationships with peers of both sexes develop, their perception of gender roles alters. We also accept that such perceptions are influenced by other factors, including home, peer group and the media.

As a school, we incorporate Local Authority guidelines for Equal Opportunity into our primary practice. Certain strategies are employed to ensure that the cross-curricular dimension of equal opportunity permeates the life and work of the school. These strategies are listed below:

Strategies

We ensure that children have equal opportunity to all areas of the School Curriculum including age, race, gender, ability and friendship. This includes the Programmes of Study and Attainment Targets for the National Curriculum subjects, other subject areas currently outside the National Curriculum and extra-curricular activities. Children are encouraged to participate equally in the full range of activities both inside and outside the classroom.

- Efforts are made to recognise, and be aware of, the possibility of gender/race/ability bias in our teaching and learning materials and in our teaching styles.
- Materials are selected carefully for all areas of the Curriculum to avoid sexual stereotypes and gender/race/ability/age bias.
- Impartiality is demonstrated by teacher time, attention and resources being given equally to all pupils, who are encouraged to work and play freely together.
- Opportunities are given for children to work with male and female teaching and non-teaching staff.



Teaching and other groupings, such as dinner queues, and assembly seating, lines for dismissal, classroom seating and playground areas, are organised by criteria other than gender or race, for example, age, ability, friendship.

Equality is demonstrated when giving/delegating responsibility and noting the achievements of children.

- Discipline - notably rewards and sanctions - are the same for all children.
- Our school uniform policy embodies the same standards for all children.
- Separate toilets and separate changing facilities for PE are provided.
- Children and staff are encouraged to respect and value each other, and build and maintain co-operative working relationships both within school and in the community.

Any discrimination that arises inside or outside the classroom is handled sensitively and discussed with the children.

Monitoring and Evaluation

Rowlands Gill Primary School recognises the value of evaluating and monitoring equal opportunities; measures include:

- reviewing attendance and punctuality – analysing reasons for absence – where patterns affect particular groups of children.
- reviewing the quality of relationships between different groups of children.
- analysing the attainment and progress of pupils, highlighting significant variations in attainment among pupils of different gender, ethnicity, age or background.

Staffing

We provide all staff at Rowlands Gill Primary School with equal opportunities. No teaching or non-teaching post is gender-specific and, when appointing staff, recruitment procedures recommended by the LA/other Advisory Source will be followed.

Tasks, duties and responsibilities are allocated without discrimination. Men and women are encouraged to teach all age groups. All staff have equal access to professional development and posts of responsibility.

All members of staff review regularly practices and approaches involving equal opportunity.