

## **PARK SCHOOL – EQUAL OPPORTUNITIES POLICY – ISI 17A**

This policy applies to the whole school including the whole of the Early Years Foundation Stage.

### **1. AIMS AND OBJECTIVES**

We do not discriminate against anyone, staff or pupils, on the grounds of age, sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, marriage and civil partnership (staff), nationality, ethnic or national origins, in line with the Equality Act 2010. We ensure that all pupils have equal access to the full range of educational opportunities provided by the school. This includes pupils with Special Educational Needs and/or Disabilities (SEND), who are supported to access the curriculum and wider school life equitably.

- 1.1 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.2 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.3 We challenge stereotyping and prejudice whenever it occurs.
- 1.4 We celebrate the cultural diversity of our community and show respect for all minority groups.
- 1.5 We are aware that prejudice and stereotyping can be caused by low self-image and ignorance. Through promoting British values, positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

We make reasonable adjustments to ensure that pupils and staff with disabilities are not placed at a substantial disadvantage, in line with the Equality Act 2010.

The school does not tolerate harassment, victimisation or less favourable treatment of any member of the school community.

### **2. ANTI-RACISM**

- 2.1 It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident and support those involved. This is all detailed in the School Anti-Racism Policy.
- 2.2 We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- 2.3 Our curriculum reflects the attitudes, values and respect that we have for all ethnic groups.
- 2.4 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.

All racist incidents are recorded, investigated and reported in line with the School's Behaviour and Bullying policies.

### **3. THE ROLE OF THE SCHOOL BOARD (FORFAR EDUCATION)**

- 3.1 The School Board of Governance 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. All staff and members of the School community are expected to uphold this commitment through our School Ethos.
- 3.2 The School Board of Governance seeks to ensure that no one is discriminated against when applying

for jobs at our school. Please refer to the Staff Equal Opportunities Policy within the Employment Manual. The School Board takes all reasonable steps to ensure that the school environment gives access to people with disabilities.

- 3.3 The School Board of Governance welcomes all applications to join the school, whatever background or disability a child may have.
- 3.4 The School Board of Governance ensures that no child is discriminated against whilst in our school on account of their age, gender, race, disability, religion or belief, nationality, ethnic or national origins. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

#### **4. THE ROLE OF THE HEADTEACHER**

- 4.1 It is the Headteacher's role to implement the school's equal opportunities policy and is supported by the School Board of Governance in so doing.
- 4.2 It is the Headteacher's role to ensure that all staff are aware of the school policy on equal opportunities and that teachers apply these guidelines fairly in all situations.
- 4.3 The Headteacher ensures that all appointment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- 4.4 The Headteacher promotes the principle of equal opportunity when developing the curriculum and promotes respect for other people in all aspects of school life.
- 4.5 The Headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

#### **5. THE ROLE OF THE CLASS TEACHER**

- 5.1 The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 5.2 When selecting classroom material, 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 groups and that challenges stereotypes.
- 5.3 When designing schemes of work, class teachers use the principles of this policy to guide, both in the choice of topics to study, and in how to approach sensitive issues.
- 5.4 All teachers challenge any incidents of prejudice or racism drawing these to the attention of the Headteacher who will record any serious incidents in the electronic bullying log. Teachers support the work of support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

#### **6. MONITORING AND REVIEW**

- 6.1 It is the responsibility of the Headteacher to monitor the effectiveness of this Equal Opportunities policy. The Headteacher does this by:
  - 6.1.1 monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
  - 6.1.2 monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
  - 6.1.3 taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils; any concerns relating to equality or discrimination may be raised in

line with the School's Complaints Policy.

- 6.1.4 Pupil's views are taken into account where appropriate when reviewing equality and inclusion within the school
- 6.1.5 monitoring the school Behaviour policy (including sanctions) and Bullying policy, so those pupils from minority groups are not unfairly treated.