



## St. John's C.E. Primary Academy

*This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

### **EQUAL OPPORTUNITIES POLICY**

#### **Introduction**

St John's C.E. Primary Academy is committed to the responsibility to treat equally each person within our school, or who comes into contact with the school, regardless of gender, age, race, culture, ability, religious beliefs, disability or social circumstances. It is agreed school policy to develop the varying strengths and abilities of all individuals within the school so that now, and in the future, they can achieve their potential.

All members of the school are to be equally valued so that they can develop a sense of worth and self esteem. No one will knowingly be discriminated against because of actual or perceived differences. Our school will reflect our stated mission statement of 'Welcoming All, Learning Together'.

#### **Pupils**

The welfare of the children is the first and most important consideration. Our children have a right to continuous and consistent care in a safe environment, where their physical, emotional and educational needs will be met and where they will have opportunities for independence and exploration. These rights will be respected. In school our best endeavours will be made to protect all the children from bullying and harassment of any kind - so that all feel safe and protected in school.

The school will follow the agreed local authority admission policy that does not permit sex, race, colour or disability to be used as criteria for admission to this school.

#### **Curriculum**

Our aim is to provide for balance, diversity, creativity and differentiation in the curriculum provided for our children. All children will be provided with opportunities to enable them to achieve their full potential. As part of this, provision will be made for children with Special Educational Needs, including those with learning difficulties or other disadvantages, as well as those of outstanding ability. Every effort will be made in our school to ensure that literature and other learning materials and resources do not reflect or encourage stereotyping and are appropriate to the multi-ethnic, multi-cultural society in the world today.

Our school views linguistic diversity positively. All pupils, parents and staff are encouraged to feel that their natural language is valued and encouraged.

## **Ethos and Atmosphere**

Everyone will be encouraged to be caring and considerate to others, regardless of any perceived or recognised differences, and to all others connected with the school, or who may visit the school.

Wherever possible and reasonable, attitudes and values which discourage prejudice and discrimination will be reinforced, both in and out of the classroom. Racist symbols, badges and insignia will not be used in school and cultural assumptions will be avoided.

## **Staffing**

In all teaching and support staff appointments governors will follow strict professional criteria in making appointments. All appointments will be made on the basis of the best candidate with the skills required for the position. Candidate gender, colour, race or disability will not be used as part of the selection process by governors.

## **Parents**

The importance of the partnership between parents/carers and the school is seen as very important in supporting the children in school. All parents/carers will be given the opportunity to be involved in their child's education/ the wider life of the school, and all will be treated equally regardless of gender, age, race, culture, ability, religious beliefs, disability or social circumstances. Parents are made aware of the school's commitment to equal opportunities in the school prospectus.

## **Governors**

All governors will be elected/appointed in accordance with the procedures agreed by the local authority and the Diocese. Where reasonable and possible, every attempt will be made to ensure that the Governing Body is balanced and is representative of all relevant groups.

## **The Wider Community**

Every effort will be made to maintain a happy and mutually beneficial relationship between the school and the local community.

<p>This policy was presented to and approved by the Local Academy Committee on 6th December 2018. It will be reviewed in January 2020.</p>
--