

WEST DERBY SCHOOL



EQUAL OPPORTUNITIES POLICY

Approved on:	12 October 2016
Next review date:	Spring term 2020
Signed:	S Graham (Headteacher)
Signed:	(For and on behalf of Governing Body)

INTRODUCTION

West Derby School is a multi-cultural, multi-racial community of over 1000 people, both adults and pupils. We believe that everyone in the school is of equal value and should have equal opportunities in school and the community and in life.

Sometimes people in our society are discriminated against and treated as if they are worth less than others because of their race, religion or language; because of their gender or sexual orientation; because of their class, age, illness or because of a disability. This will not happen in our school.

People are individuals and therefore different. They have different needs and different contributions to make to the life of our school and the community.

Equal Opportunities is not about treating everybody the same. It is about meeting people's individual needs and appreciating their individual strengths and gifts. We are all different and should all be equally valued. Everything that follows in this statement is to help everyone involved make West Derby School a fully inclusive school.

Aims

1. Our main aim is to offer an education appropriate to each individual pupil's needs regardless of their race, colour, ethnic or national origins, gender, sexual orientation, disability or religious beliefs.
2. With regard to the statutory Code of Practice on the duty to promote Race Equality, we aim to tackle racial discrimination and to promote equality of opportunity and good race relations across all areas of school activity.
3. With regard to the SEN Code of Practice, we aim to ensure equal access to educational opportunities for all our pupils. We aim to provide students with the opportunity to reach levels of attainment appropriate to their ability, and our intervention strategies aim to develop fully the numeracy and literacy skills of all students.
4. We aim to ensure that everyone at the school, (staff, pupils, parents, contractors and visitors) is afforded the basic rights of freedom and access to opportunity, including freedom from all forms of harassment or bullying.
5. We aim to ensure that active encouragement is given to all in order to enable them to fully develop talents and personal skills for co-operative interaction and academic excellence. No one person has the right to deny another person of his or her educational opportunity.

Objectives

1. To regard all our pupils as being of equal value and to ensure that the needs of all pupils are identified and met, and that they are able to achieve their full potential, helping to raise standards across the school.
2. Take direct action (including providing resources and mentoring/counselling support) to remove inequalities between pupils in terms of their levels of achievement and progress; their experience of disciplinary measures (such as exclusions); admissions; or assessment.
3. To challenge in a positive way any form of prejudice, whether overt or covert, which contradicts the school's equal opportunities and racial equality policies and codes of conduct.
4. To foster self-esteem and respect for each person as an individual and to create a positive and inclusive atmosphere where there is a shared commitment to respect diversity and difference, challenge and prevent racism and discrimination, and encourage good relations between people.
5. To prepare pupils to be good citizens, living and working in a multi-cultural society and to take up the responsibility of participation, and to treat all others as we would wish to be treated.
6. To create and retain a workforce that values diverse contributions and respects different perspectives, ethnic backgrounds, experience and skills.

Key Guidelines

1. All pupils should be encouraged to value their own cultural heritage and the culture and lifestyles of others, and to show respect for self and others while at the same time finding common ground to talk to one another and valuing living together in a community.
2. Every member of staff needs to accept responsibility for establishing a reasonable climate for debate and extending opportunities for discussion. There is a need to address widely held misconceptions to avoid the risk of pupils with limited experience arriving at consensus views of doubtful validity.
3. The provision of genuine equality of opportunity must be inherent in the education we offer.
4. We should clearly demonstrate the unacceptability of attitudes, incidents, taunts or remarks that give offence, intimidate, devalue another's view or opinion, or undermine another's self esteem.

More specifically this means the following **CODES OF PRACTICE**

Staff

1. Staff will treat each other and all pupils with respect.
2. Staff will examine the ideas and images in books and other resources and will challenge negative images and give all pupils positive images.
3. The school values the fact that some pupils are bilingual.
4. Positive links will be developed with the homes of pupils and communities from which our pupils come.
5. Preventing and dealing with discriminatory behaviour, abuse, bullying and intimidation is the responsibility of all of us. The school will support victims of such incidents, on or off the premises.

Pupils

1. All pupils are valued for themselves and can expect to have their culture and language treated positively and with respect.
2. Pupils will be given the opportunity in the classroom to discuss and to identify and understand racism, sexism and other forms of prejudice, including homophobia.
3. Pupils will be able to contribute to the development of equal opportunities and other school policies through the School Council.
4. If pupils feel they have been discriminated against, abused racially or bullied they should report the matter immediately to their teacher/Pupil Progress Leader/Assistant Headteacher/Deputy Headteacher/Headteacher (as appropriate). All pupils can expect to be listened to and have their complaints investigated.
5. Pupils who have suffered discrimination, racist or sexist behaviour, abuse, bullying or intimidation will be supported by the school and in particular their PPL. Anyone who has committed such offences will be dealt with appropriately – in the case of pupils this may include exclusion from the school.
6. All pupils should treat each other and staff with respect.

Parents/Carers and Visitors or Contract Staff

1. Parents/carers are very important to the school and in particular they have much to contribute to our equal opportunities policies; their views are welcome and valued at all times. We ask that all parents/carers fully support the school's Equal Opportunities policy.
2. The school will discuss with parents/carers any incidents of discrimination, racist or sexist abuse or bullying in which their sons have been involved.
3. If parents/carers are aware of incidents of discrimination, racism, sexism or bullying then they should contact their child's PPL.
4. Any visitors or contract staff visiting or working at the school who become aware of any incidents of discrimination, racism or sexism should report them to the Headteacher or one of the senior staff. They should also abide by the code of conduct established by the school in relation to equal opportunities and racial equality.