

**St Nicholas Catholic
Primary School**



Equal Opportunity Policy

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Aim

We aim at St Nicholas Catholic Primary School:

- 'To be a welcoming community where each member is valued and respected because we are unique in the sight of God.
- To encourage all in our school to reach their full potential within a happy, secure and stimulating Catholic Environment.'

School Mission Statement.

We aim to equip our pupils and staff with an awareness of our diverse society and to appreciate the value of difference. This will be achieved by the following principles:

- Discrimination on the basis of colour, religion, culture, origin, sex or ability is not acceptable
- One of the primary objectives of this school is to educate, develop and prepare all our pupils for life whatever their sex, colour, religion, origin, culture or ability
- Pupils and teachers will further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of one another as individuals
- Encourage a questioning and reflective approach to life.

The Policy

The school will develop positive programmes that will help pupils explore the issues of gender, race, culture and disability. This may be achieved through a cross-curricular approach.

Pupils/staff will be made aware that any form of harassment or abuse is unacceptable. This will be examined through the Behaviour and Bullying Policy in the school. Pupils and staff will be able to express their concerns and know that they will be listened to.

As a staff we will look at curriculum areas within the school to ensure that organisational and administrative procedures avoid stereotyping through inappropriate discrimination.

The school will look at ways of providing pupils with positive role models which challenge negative stereotyping and therefore ensure that equal opportunities permeate the life and work of the school.

Teaching and Learning

Regardless of sex, race, culture or disability children will have equal opportunity within and equal access to all areas of the whole school curriculum. This is recognised by policies including 'Equal Opportunities' where appropriate.

Monitoring of attainment in subjects will examine differences by gender from time to time. Reports of findings will be made known to staff through the weekly staff meetings.

- Efforts will be made to recognise and be aware of the possibility of gender or race issues in both our teaching and learning materials and our teaching styles.
- Materials and resources are carefully selected for all areas of the curriculum so as to avoid stereotypes.
- Teaching time, attention and all resources are given equally to all children.
- Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.
- All children are encouraged to work and play freely with others.
- Equality between all pupils is recognised when giving/delegating responsibilities and noting achievements.
- Discipline procedures, notably rewards and sanctions, are the same for all pupils.

Teaching and other groupings e.g. dinner queues, assembly seating, lines for dismissal, classroom seating and playground areas are organised on the basis of criteria other than gender - for example age, ability, friendship.

Staffing

- Staff appointments and promotions should be made under equal opportunity guidelines that have been agreed by the Governing Body. In all appointments the best candidate will be appointed based on strict professional criteria.

- Equality between staff is recognised when giving/delegating responsibilities and noting achievements.
- Ensure that all staff have the opportunity, in line with the School Improvement Plan and the School Budget Plan, to take part in appropriate training to enable them to reach their full potential.
- As a school we work to incorporate the Birmingham LEA's guidelines for Equal Opportunity into our primary practice.

Admissions

The school follows the Governing Body's Admission Policy that does not permit sex, race, colour or disability to be used as criteria for admission.

Other Relevant Documentation in School

- Race Equality Policy
- Admissions Policy
- Behaviour Policy
- Anti-Bully Policy
- Behaviour Book
- RE Policy
- Curriculum Policies
- School Procedures
- Monitoring and Evaluation Procedures
- Staffing Procedures

Monitoring and Evaluation

The Headteacher will monitor the Equal Opportunity Policy and report when necessary to:

- Deputy Headteacher
- Senior Management
- Staff (Teaching and Non-teaching)
- Chair of Governors and Governors
- Pupils
- Parents
- School Adviser

Review

This policy will be reviewed on a regular 2 year cycle or as the need arises. Autumn 2005.