

# Arkwright Primary School

## Equal Opportunities Policy

Discrimination on the grounds of race, gender, class, sexual orientation, faith or disability is unacceptable at Arkwright Primary School. Every member of the school community will endeavour to further this objective by personally contributing towards a happy, caring environment and by showing respect for each other as individuals.

Our primary objective is to educate, develop and prepare our pupils, whatever their race, religion, gender or ability, for life in a complex world, in order that they can make a positive contribution to society and achieve economic well being. All staff will practice equality of opportunity.

### **Aims**

We aim to equip pupils with an awareness of an increasingly diverse society and to present the world as it is and as we would like it to be. With these foundations pupils will develop their own attitudes to a pluralistic society. We aim for pupils of all backgrounds to have a strong desire to be part of society, as it exists in our community.

### **Admission**

The school follows the LEA/Governing Body Admission Policy, which does not permit gender, race, colour, religion, or disability to be used as criteria for admission.

### **Registration**

Pupils' names must be accurately recorded and correctly pronounced. Pupils will be encouraged to accept and respect names from other cultures.

### **Discrimination**

All forms of discrimination by any person within the school will be treated seriously. A careful note of such incidents will be kept and offending individuals will be told that such behaviour is unacceptable. If there are subsequent incidents parents will be informed. Racist symbols, badges or insignias on clothing are forbidden in school.

### **Staff**

The school values diversity amongst the staff. In all staff appointments, the best candidate will be appointed, based on strict professional criteria. In order to understand the background and experiences of ethnic minority pupils and to raise expectations of their potential, staff need to be aware of the historical and contemporary processes which have caused, and may continue to sustain, racism. Close liaison with families is our practice and is beneficial to all. The staff will keep themselves informed about demographic changes in the school locality. INSET about understanding the cultures, languages and historical facts about new arrivals will be provided as necessary.

### **The Curriculum**

All pupils must have access to the school's curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum must be balanced, objective and sensitive to all pupils.

### **Language**

Staff will be aware of the languages spoken by pupils and their families should the need arise. Any pupils and staff who do not use English as their first language, should feel that their language is valued and would be allowed to use their home language in school but never use it to exclude others.

### **Resources**

We aim to provide for all pupils irrespective of their gender, ability, and race, ethnic or national origins. Whenever possible staff must ensure that their sources used in all areas are multicultural and non-sexist, containing positive images of all groups. Variety should be evident in the morals, stories and information offered to all children. Pupils should have access to accurate information about similarities and difference between cultural groups.

### **Monitoring Policy Effectiveness**

As recommended by the CRE the school will monitor this policy in line with NAHT guidelines. (See NAHT Racial Discrimination PM029 – Appendix 2)

**Date: 6 October 2010**

**Headteacher:**

**Chair of Governors:**

**Minutes No.**

**Date of Review:**