



Marown Primary School - Equal Opportunities Policy

RATIONALE

At Marown School we believe that it is our responsibility to provide equal opportunities for all, regardless of race, religion, gender, disability, age socio-economic background or ability. We provide all children and staff with a secure, happy learning environment and encourage children to become confident, competent, caring and self-aware individuals, able to take their place in our increasingly complex, multi-cultural society.

AIMS

Marown Primary School is an inclusive school. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual pupils or groups of pupils. This means that equality of opportunity must be a reality for all our children. We make this a reality through the attention we pay to the different individuals and groups of children within our school:

- girls and boys;
- children who need support to learn English as an additional language;
- children with additional learning needs;
- children with physical disabilities;
- children with behavioural needs;
- able and talented children;
- minority ethnic and faith groups;
- children who are at risk of disaffection or exclusion;
- children who are unsure of their sexuality;
- travellers.

Marown School aims to:

- Eliminate discrimination
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

PRINCIPLES

- We believe that every member of the school community is of equal value.
- We believe that every child has the right to equal access to, and participation in, all aspects of school life.
- We will provide equal opportunities to enable all our children and staff to raise their self-esteem, expectations and performance.
- We believe in endeavouring to make the school a place where everyone, irrespective of their race, colour, ethnic, national origin, or disability feels welcomed and valued.
- We will not discriminate against anyone, be they staff, pupil or parent, on the grounds of gender, race, disability, sexual orientation, religion/belief, age, level of educational need or background.

- All pupils have equal access to the full range of educational opportunities provided by the school.
- Recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.
- We value each pupil's worth, celebrating the individuality and cultural diversity of our school community, and showing respect for all minority groups.
- We are aware that prejudice and stereotyping are often caused by poor self-image and also aware of the relationship between that and ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.

PRACTICE

Curriculum

- Through our school curriculum we seek to ensure appropriate provision is made for every child with regard to background, abilities and interests within the usual financial and time constraints.
- Our curriculum builds on pupils' starting points and is differentiated appropriately to ensure the inclusion of: boys and girls; pupils learning English as an additional language; pupils from minority ethnic groups; pupils with special educational needs; pupils who are looked after by the local authority; and pupils who are at risk of disaffection and exclusion.
- We have high expectations of all our children and are aware of their different needs and abilities, thus we can provide clearly differentiated tasks when appropriate.
- We are aware of the time and attention, which needs to be given to **all** children.
- We provide additional support where necessary.

Disability non-discrimination

- Some children in our school may have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the school. All reasonable steps are taken to ensure that these children are not disadvantaged compared with non-disabled children.
- The school is committed to providing an environment that allows disabled children and adults full access to the school premises and to all areas of learning.
- Teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, ensure access, modify teaching materials, or offer alternative activities if children are unable to manipulate tools or equipment.

Gender equality

- We are committed to seeing all individuals and groups of pupils making the best progress possible in our school.
- We ensure that our school environment and curriculum promotes positive role models, in relation to learning and achievement;
- If our analysis of pupils' attainment data indicates areas where one sex achieves less well than the other, we will take measures to address this discrepancy.

Racial equality

- We will strive to eliminate all forms of racism and racial discrimination;
- All staff will promote equality of opportunity, regardless of race, ethnicity or religion;
- We will endeavour to promote good relations between people of different racial and ethnic groups;
- We will seek to educate pupils in a manner which promotes community cohesion in a multi-cultural society.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures

School Environment

- We make every effort to create an atmosphere of mutual respect and trust within and around the school.
- Instances of harassment, of whatever nature, name-calling or other abuse will be quickly dealt with and followed up, in accordance with the school's Behaviour and Anti-bullying Policies.

Parents and Community

- We endeavour to make all parents and new families feel welcome.
- Comprehensive information about pupils' ethnicity, first language, religion, physical needs, diet etc. is included in all admissions forms.
- We encourage all parents (regardless of gender and background) to become involved in the school's PTA (Marown School Association) and Governing body.
- Meetings for parents are made accessible to all.
- Provision is made for leave of absence for religious observance which includes staff as well as pupils.

Staff

- We ensure that the school's recruitment, selection and promotional procedures are based upon good equal opportunities practice and in line with statutory duties and Department of Education guidelines.
- The skills of all staff, including support and part-time staff are recognised and valued.

Other school policies

- Marown's Equal Opportunities Policy policy is a stand alone policy but it is reflected in our other policies too. In particular:
- Child protection and Safeguarding policies
- Behaviour policy
- Anti-Bullying policy

EQUALITY ACT 2017

In accordance with the Equality Act 2017, this policy will support Marown School aims to:

1. Eliminate discrimination
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it

