



EQUAL OPPORTUNITIES POLICY

Adopted by Governors January 2006
Redrafted - February 2012
Re-Adopted by Governors January 2017

Foxton Primary School staff and Governors are responsible for providing an environment in which all children have equal access to the curriculum. We value the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards.

We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter.

This policy is intended to help to ensure that Foxton Primary School promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

This is in accordance with the

- Race Relations (Amendment) Act 2000;
- Disability Discrimination (Amendment) Act 2002;
- Sex Discrimination Act 1975.

The Role of the Head Teacher

It is the Head Teacher's role to implement the school's Equal Opportunities Policy, and he is supported by the Governing Body in doing so.

The Head Teacher's role is:

- To ensure that all staff are aware of the school policy on equal opportunities and that the policy is put into practice throughout the school.
- To ensure that no-one is discriminated against in employment or training opportunities.
- To promote respect for other people in all aspects of school life; including assemblies.

The Head Teacher promotes the principle of equal opportunity when developing a whole school curriculum.

The role of the class teacher

- At Foxton Primary School class teachers do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.

- When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups or genders.
- We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we approach sensitive issues.

Staff and Governors will ensure that steps are taken to implement this policy and eliminate discriminatory practices. They will undertake an annual review.

The Role of the Governors

The Governing Body has a commitment to equal opportunities and it will continue to ensure that all members of the school community are treated fairly and equally.

The Governors take all reasonable steps to ensure that the school environment is accessible to people with disabilities. The Governors will, in the annual report to parents, make reference to arrangements for disabled pupils.

Sanctions

Actions seen to be contrary to the principles and practices of this Equal Opportunities Policy will not be accepted and sanctions according to the LEA policy and our own establishment's Behaviour and Discipline Policy will be applied. Anyone showing intolerance of other people will be dealt with firmly.