



Blue Sky Federation
Erpingham and Northrepps Primary Schools

Formally adopted by the Governing Body/ Trust of:-	Blue Sky Federation
On:-	21 March 2018
Chair of Governors/Trustees:-	Corallie Murray
Last updated:-	14th March 2018

Equal Opportunities Policy

This policy aims to:

- Offer equal opportunities regardless of race, culture, gender, academic ability, physical ability or class.
- Provide an environment free from social, sexual or cultural prejudice for all members of our school community.
- Achieve an environment in which members of the school community can be respected as individuals and in which the varied experiences of the community can enrich the life of the school.

Whole School Principles:

The provision of equal opportunities are the responsibility of the whole school community and must be reflected throughout the organisation of the school and be addressed in the taught and hidden curriculum.

All staff, governors, parents/guardians and pupils will be involved in developing, implementing and monitoring the equal opportunities policy and practice.

Everyone is welcome and will be encouraged to participate fully in the life of the school.

The school recognises its responsibilities under the Equality Act 2010 to eliminate discrimination.

Actions:

Acceptance of equal opportunity is inherently part of our school ethos and reflected in all relevant school documentation e.g. school prospectus, vision statement, policies and in the staff handbook.

All governors and staff are able to access training through the Norfolk Governors Support Services in relevant aspects of equal opportunities to ensure their ability to actively support this policy.

On acceptance to the school all parents receive information detailing the school's Behaviour Policy. This information will be available in languages other than English as appropriate to the school community.

The school will make all reasonable effort to ensure that meetings are accessible and convenient for all and take into account particular needs and requirements, e.g. physical access, child care and interpreter support.

Parents and members of the local community are invited to help in the delivery of the curriculum.

Statement of Inclusion

The school recognises its need to celebrate the diversity that exists within our local and wider community and to ensure that all have the opportunity to respond to the expectations and challenges of the curriculum.

What follows are the different areas in which the school will pay particular attention to ensuring that there is Equal Opportunity for all.

Equal Opportunities - Multi-Cultural

It is our school policy:

- To incorporate a balanced view of the world through a multi-cultural approach.
- To recognise that the school plays an important role in working toward preparing our pupils for a future as world citizens who will meet a wide variety of cultures throughout their lives.
- To evaluate our practice to ensure that it is not at the expense of any single culture.

Equal Opportunities - Gender

It is our school policy:

- To seek to promote non-sexist attitudes in both children and staff.
- To allow children equal access to opportunities which will equip them for adult life and to achieve challenging expectations.
- To work towards the eradication of gender stereotyping.

In order to work towards the eradication of such differences we will ask ourselves the following types of questions when evaluating our practice.

- 1) Are all children able to try out new roles in play and learning activities?
- 2) Are all classroom tasks shared equally between girls and boys?
- 3) Do all children get an equal chance to use equipment and resources?
- 4) Do all our displays and teaching aids present a non-sexist attitude?
- 5) Are our responses to bad behaviour the same to both boys and girls?
- 6) Do all children have equal access to playground space and other play facilities?

Equal Opportunities - Race

It is our school policy:

- 1) That no child or adult should be treated in any way differently, or in a derogatory manner regardless of their race religion and/or belief.
- 2) To challenge all forms of racism.

In order to fulfil the above, the following types of behaviour will not be tolerated:

- 1) Provocative behaviour, i.e. wearing of any racist badges or insignia.
- 2) The use of verbal abuse or name calling of a racist nature.
- 3) The encouragement of others to behave in a racist manner.
- 4) The ridiculing of an individual for cultural differences.
- 5) The telling of racist jokes or stories.
- 6) The exclusion of others because of their culture, ethnicity or race.

Equal Opportunities - Ability

It is our school policy:

- To recognise good effort and attitudes regardless of academic achievement.
- To allow all children access to equipment, resources and teacher time regardless of their academic achievements.
- To value all efforts and achievements of children in all areas.

Every child has an entitlement to a positive, helpful learning environment, with carefully planned work which matches individual needs, in order that they may reach their potential.

Equal Opportunities – Social Class

It is our school policy:

- That children should not be treated in any way differently because of their social background.
- That assumptions will not be made regarding class difference.

Equal Opportunities – Physical or Mental Disability

It is our school policy that:

- Children should not be treated in any way differently to others due to their individual physical/mental disabilities, abilities and needs.
- Reasonable changes and or adaptations will be made in order to meet the individual special needs of any disabled children within our school community.
- A physically or mentally disabled child has a right to take part in all activities within the school environment in so far as their individual disability allows them to do so.

Monitoring of the policy:

We acknowledge that groups of people may suffer disadvantage due to prejudice or ignorance. We recognise it is all too easy for the structure of institutions and organisations such as schools to result in 'inequality by default'. At Blue Sky Federation we are committed to taking positive steps to examine our policies and practice and to change them where necessary to ensure equality of opportunity for all.

The effectiveness of this policy and our practice will therefore be evaluated on a regular basis. This will be done every two years by Head teacher and staff in consultation with the whole school community.

Date: March 2018

Date Agreed by Governing Body: 14 March 2018

Signed by the Chair of Governors: *Corallie Murray*

Signed by the Headteacher : *Angie Hamilton*

Review Date: February 2020