



Turves Green Primary School

Equal Opportunities Policy

**September 2010
To be reviewed 2012**

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Headteacher**



Turves Green Primary school

Equal Opportunities Policy

At Turves Green Primary School, we value all children, parents and adults who work in school and those who live and work in the local community. We recognise the right of each individual to develop fully in a positive way. Equal opportunities is about empowering everyone to achieve their potential.

This means that we ensure that **all** pupils have access to the curriculum, giving consideration on an individual basis to children with special educational needs and trying to meet those needs, giving children the opportunity to view the world from different stand points, helping them to question prejudice and develop open-mindedness.

Curriculum Guidance 3 NCC 1990

At Turves Green Primary School we welcome adults from all sections of the community, irrespective of race, colour, gender, sexuality or disability.

Aims

At Turves Green Primary School we aim

- To provide a positive learning environment by ensuring equality of opportunity for everyone in school, irrespective of race, gender, social background, disability, sexuality or special educational needs.
- To provide all children with access to a range of activities which recognise, value and celebrate everyone's achievements
- To prepare all children for today's rich and diverse society in accordance with national and local guidelines
- To formulate policies which address equal opportunities
- To develop teaching strategies which
 - Enhance a positive image for all children and allow them to contribute from their own perspective
 - Select materials highlighting the achievements and perspectives of a variety of backgrounds
 - Recognise the effect of high teacher expectation on the performance of all children and provide activities which support this.
- To provide children with
 - Experiences which develop confidence and avoid stereotyping

- A wide variety of grouping and organisational approaches according to the purpose and the needs of the children
- The opportunity to discuss and develop their own strategies for dealing with situations as they arise

Equal Opportunities for Children

- All children are valued for themselves and can expect to be treated positively and with respect.
- Children will be given appropriate opportunities to discuss and understand racism, and other forms of prejudice.
- If children feel they have been treated unfairly in any way, they should tell an adult immediately.
- All children will be listened to and have their concerns addressed and then be given support. Anyone who has been abusive will be dealt with appropriately, according to school policies, and this may include exclusion from school.
- All children must treat each other and adults equally and with respect.

Equal Opportunities for Adults in School

- Adults will treat each other and all pupils equally and with respect.
- Adults will select resources which promote positive images and challenge negative stereotypes.
- INSET for equal opportunities will be provided for all adults in school and will underpin all training and support sessions.
- Positive links will continue to be fostered with the homes and communities from which our pupils come and from those further afield as part of community cohesion
- Preventing and dealing with inappropriate behaviour is the responsibility of us all and victims of such incidents will be supported by the school community.
- Appointment and promotion of staff will be made and monitored in light of the LA Equal Opportunities Policy.

Equal Opportunities for Parents and Carers

- Parents and carers are very important to our school and have much to contribute. Their views are welcomed and valued at all times. We ask that all parents and carers fully support the school's equal opportunities policy.
- We will discuss with parents and carers any incidents of racist or other abuse in which their children have been involved.

Monitoring and evaluating

We monitor the effectiveness of this policy through

- Analysis of statistical data

- Monitoring of recorded incidents of bullying
- Monitoring of recorded incidents of racist bullying
- The selection and use of appropriate resources
- The use of circle time
- Parental feedback

Links to other policies

Special Needs and Inclusion Policy

Behaviour Policy

Anti-Bullying Policy

Race Equality Policy

Learning and Teaching Policy

Self-esteem Policy

Equality Schemes

Recruitment Policy

Policy last revised September 2010