



Reviewed: Summer 2013
Next Review: Summer 2016

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

1 Aims and objectives

1.1 At Hyde Heath Infant School we do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the Race Relations Act and covers both direct and indirect discrimination.

1.2 As part of every day we promote the principles of fairness for all through the interactions with each other and the activities that we provide in our school.

1.3 We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

1.4 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

1.5 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

1.6 We challenge stereotyping and prejudice whenever it occurs.

1.7 In general our community does not have a broad cultural mix. We therefore need to show positive discrimination about people in minority groups and show respect for them.

1.8 We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

2 Anti-racism

2.1 It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.

2.2 We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.

2.3 Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, when learning about religious festivals, the children study the importance of Diwali to Hindus and Sikhs and Sukkot to Jews.

Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

We report any racist incidents to the LA on the Termly Racist Incidents Monitoring Form and this is also reported in The Headteacher's Report to the Governing Body.

3 The role of Governors

3.1 The Governing Body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.

3.2 The Governing Body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.

3.3 The Governing Body will, in the School Profile, make reference to arrangements for disabled pupils.

3.4 The Governors welcome all applications to join the school, whatever background or disability a child may have.

3.5 The Governors are able to monitor equal opportunities through the Headteacher's Termly Report to Governors.

3.6 The Governing Body ensures that no child is discriminated against whilst in our school on account of their sex, religion, race or abilities. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls.

4 The role of the Headteacher

4.1 It is the Headteacher's role to implement the school's Equal Opportunities, Racial, Disability and Gender Equality and Community Cohesion policies and she is supported by the Governing Body in so doing.

4.2 It is the Headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

4.3 The Headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.

4.4 The Headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in assemblies, where respect for other people is a regular theme, and in displays shown around the school.

4.5 The Headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness and reports them termly to the LA and Governing Body.

5 The role of the Class Teacher

5.1 The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

5.2 When selecting classroom materials, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is

racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues.

All our teachers challenge any incidents of prejudice or racism and report them to the Headteacher.

6 Monitoring and Review

6.1 It is the responsibility of our Governing Body to monitor the effectiveness of this Equal Opportunities policy. The Governing Body does this by:

- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated;
- monitoring the Headteacher's termly Report to Governors and any reports of any equal opportunities or racist incidents.

Refer also to:

Racial Equality Policy

Disability Equality Scheme

Gender Equality Scheme

Community Cohesion Policy

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