

LONGMOOR PRIMARY SCHOOL

WHOLE SCHOOL POLICY FOR EQUAL OPPORTUNITIES

AIM

Our aim is to give children knowledge and awareness of the increasingly diverse society which they live in so that they can make choices and develop their own attitudes, thoughts and actions from a position of understanding and tolerance.

Statement of Principles

1. Longmoor Primary School operates an Equal Opportunity policy where any discrimination by race, gender or disability is unacceptable.
2. At Longmoor all teachers, non-teaching staff and pupils will endeavour to contribute towards a happy and caring environment, showing respect for and appreciation of each other as individuals.
3. Preparation for life as a member of a pluralist society will be a major aim for pupils in their education at Longmoor.
4. Longmoor is committed to highlighting the common elements and values for our multi-cultural society rather than emphasising the differences or conflicting areas.
5. One of our main school aims is to provide equal access to a broad and balanced curriculum regardless of gender, creed, race or special educational need.

Practice

1. Admissions

Longmoor Primary School follows the LEA/Governing Body Admission Policy, which does not permit gender, race, colour or disability as criteria for admission to the school.

2. Pupil's names are accurately recorded and correctly pronounced. All pupils and staff should respect the names from other cultures.
3. All forms of discrimination, by any person are taken seriously. Incidents with children are dealt with appropriately and immediately. They are recorded and dealt with in line with our Discipline Policy. It is always made clear that such behaviour is unacceptable. If there are subsequent incidents then the child's parents will be involved. Any racist symbols, signs etc are forbidden.

4. Staff Appointments

The school values diversity amongst the staff. In all staff appointments the best candidate is appointed in line with the person specification, job description and requirements. Interviews are conducted and based on professional criteria and each candidate is asked the same interview questions, which are well prepared before the interview.

5. The Curriculum

Our curriculum is broad, balanced and relevant to the needs of all our children. We aim through our curriculum to give children the knowledge, skills and understanding to make informed choices and to be tolerant of other peoples' views and behaviours. Our schemes of work reflect our commitment to providing equality of opportunity to all children.

6. Language

We view linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families. Pupils must feel that their language or dialect is valued and should be allowed to use it in school, but should not use it to exclude others.

7. Resources

Where possible the resources used throughout the school reflect multi-cultural and non-sexist images and values and all groups are reflected in a positive light. Variety is evident in the morals, stories and information offered to children. Pupils have access to accurate information about similarities and differences between cultural groups.

Resources will be monitored for their effectiveness in promoting Equal Opportunities.

8. Collective Worship

For the majority of occasions schools worship should be "wholly or mainly of a broadly Christian character". Our assemblies/collective worship are planned throughout the year to reflect the cultural and religious diversity within Christianity, as well as, on appropriate occasions, making use of material from other cultures and faiths, particularly the major religious festivals of the world.

9. Relevance to Other Policies

This policy should be interpreted in conjunction with all other Curriculum and School Policies.

10. The Law

As a school we try to follow laws relating to equal opportunities in everything we do. Our ultimate commitment is to treat people fairly and without bias.

In doing so, we have regard to the following:

The Sex Discrimination Act 1975 and 1986
The Race Relations Act 1976
Equal Pay Act 1970 Amended 1983
Disability Discrimination Act 1995

EDUCATION FOR ETHNIC DIVERSITY

“EDUCATION FOR ALL”

“The School maintains the ideal of ‘Education for All’, appreciating that in our pluralistic society members of all ethnic groups, whether minority or majority, should be recognised and valued.

Children are prepared for life in a multicultural society. They are helped towards an awareness that the people in Britain today come from a variety of cultural backgrounds and ethnic origins and as such may have their own distinct language, religion and culture; including such aspects as music, food, literature and customs.

We aim to help children develop the necessary knowledge, understanding, skills and attitudes with which to play a full and active part in our multicultural society.

‘Education for All’ is seen as an integral part of the whole curriculum and is not a separate subject. Through a variety of learning experiences the children will be able to explore the contributions of different cultural, racial and religious groups in our society and at the same time broaden their knowledge and understanding of such groups. In this way it is hoped that the children’s awareness and respect for cultural and ethnic diversity in the classroom, the school or the community will be developed.

Teachers are asked to consider the information they place before the children. Resources are carefully selected for use with the children to ensure that they do not show stereotyping or prejudice. Such resources, wherever possible, should reflect life in a multicultural Britain. Cultural similarities as well as differences should be highlighted.

As a school we actively promote attitudes and values that enable children to recognise the worth of every individual. The children are encouraged to respect themselves and others. Tolerance and understanding is promoted amongst children and staff who are encouraged to appreciate individual differences.

Through our general routines in school and in the classroom we strive to ensure that our practices and procedures are not discriminatory in any way.

As a school we acknowledge and respond to the differing needs of all individuals whatever their culture or ethnic background and experiences. Therefore all individuals receive equality of opportunity in our school.

Staff try to eliminate any bias against any particular group or individual. They are asked to respond positively in their approach to incidents relating to race or religion, be it in the classroom or on the playground or with parents.”