

Equal Opportunities Policy



Definition

Equal opportunities means challenging any discrimination based upon the social divisions of race, class, gender, sexuality and special educational needs. It also means giving everybody the opportunity to develop their full potential.

The School Context

The school is set in a small village community just outside of Horley town. The school is quite unique in its position as it does not have any other school close by. As a result the children come from a variety of settings into Early Years and then go on to a variety of schools both in the county and in the neighbouring county. The majority of families in the school own their own house and are in employment. Only 10% of our school are entitled to Free School Meals. The children make good progress in the school and attainment data shows that children are above the national average for all subjects at the end of Key Stage 1. The large majority of families and staff are White British with only 5% of children being from other ethnic groups which is reflective of the immediate vicinity of Charlwood and Hookwood. We don't have any pupils currently registered on the Disability Register. All of our children and staff speak English as a first language. The families and staff in the school are mainly Christian (71%) with 18% with no religion and 1% as Hindu religion and 1% as Muslim. Although our school is mono-cultured we do celebrate diversity by learning about other cultures through our curriculum, assemblies and the Surrey Agreed Syllabus for RE.

Equality Aims and Values

We are committed to supporting the achievement of everyone in the school, enabling them to fulfil their potential and to develop as individual learners. Our school vision is that pupils develop into and leave the school as Confident, Valued, Prepared and Successful young people. We realise that certain social divisions and prejudices may act as obstacles to achieving that goal. We are, therefore, committed to challenging racism, classism, sexism, religious intolerance and discrimination based upon sexuality, disability, pupils or adults who are pregnant or adults or children who have undergone gender reassignment and children or adults with special educational needs.

We aim to develop a community of learners where diversity is accepted and valued and to prepare young people to be tolerant, humane and respectful members of society. We realise that this will involve everyone – pupils, staff, parents and governors – in processes of examining and possibly changing the way that we think and behave. Any behaviour which is contrary to the equal opportunities values of this school will be responded to openly, honestly and fairly in the spirit of this policy statement.

This policy allows both new and current members of staff access to agreements already made in school. It makes teaching expectations clear, so that staff can operate within them.

The School's Approach to Promoting Equality

Charlwood Village Primary School is committed to providing a stimulating, enriching and inspiring curriculum which is focused on learning and self discovery and is tailored to the needs of every child irrespective of race, gender, class, gender reassignment, disability, special educational need, religion or belief or age.

As a school we are committed to pursuing our equality duties for parents, children and staff and tackling any form of discrimination or harassment such as race, gender, age, class, gender reassignment, disability special educational need, religion or belief. We are committed to promoting good relations and positive attitudes between all staff, governors, parents and families of diverse backgrounds.

A Cohesive Community

Charlwood also seeks to value positive social processes to help support and maintain a cohesive community through:-

- Promoting understanding and engagement between communities
- Encouraging all children and families to feel part of the wider community
- Understanding and responding to the needs and hopes of all our communities
- Tackling discrimination
- Increasing life opportunities for all
- Ensuring teaching and the curriculum explores and addresses issues of diversity
- Linking with a school from a contrasting community to share similarities and explore differences

Specific Procedures

- In the event of sexual, racial or religious harassment, we will follow the procedures in the Behaviour policy for pupils and in the disciplinary procedures for staff.
- In the event of abuse, child protection and/or disciplinary procedures will be enforced as appropriate following the Child Protection and Safeguarding policy guidelines.

Roles and Responsibilities

The following groups are responsible for the following areas:

Governors:

- Making sure the school complies with the current equality legislation
- Making sure policy and procedures are followed

Headteacher:

- Making sure that the policy is readily available and that staff, governors, pupils and their parents/carers know about it
- Making sure its procedures are followed
- Producing regular information for staff and governors about the policy and how it is working
- Providing training on the policy, if necessary
- Making sure all staff know their responsibilities and receive training and support carrying these out
- Taking appropriate action in cases of harassment and discrimination
- Co-ordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- Monitoring the progress and attainment of potentially vulnerable groups of pupils(e.g. children and young people in care, children from minority ethnic/language or Traveller communities, disabled pupils
- Monitoring exclusions

School Staff:

- Modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle
- Bias and stereotyping
- Promoting equality and avoiding discrimination against anyone
- Keeping up to date with the laws on discrimination and taking training and learning
- Opportunities

Pupils:

- Keeping equality and diversity issues on the School Council agenda, through a shared input with staff on developing policies relating to this area. This may include: the Anti-Bullying Policy and specifically racist and homophobic bullying, developing school/class rules which challenge discriminatory behaviour

Parents/Carers:

- Keeping equality and diversity issues on the PTA agenda through a shared input with staff on developing policies relating to this area. This may include: the Anti-Bullying Policy and specifically racist and homophobic bullying

Visitors and Contractors:

- Knowing and following our equality policy

Monitoring and Evaluation

This policy will be reviewed annually. We will gather evidence regarding the implementation of this policy in the following areas:-

- Actions and relationships in and out of the classroom;
- Racism, racial harassment and bullying incidents
- Teaching and learning;
- Language and cultural needs;
- Membership of the governing body;
- Parental involvement in school;
- Working with the community;
- Support, advice and guidance;
- Analysing performance data, by racial group, gender and religion to examine trends over time.

Please see our Single Equality Scheme for further monitoring details.

Approved by Children and Learning Committee:

Next review: Spring 2021