

Manor Junior School
Policy for Equality of Opportunity

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| Written: | July 2004 |
| Approved: | November 2004 |
| Review: | Spring 2009 |

Rationale

We need to ensure that all individuals within the School are entitled to learn, teach or work in a non-threatening and supportive environment in which self-esteem is enhanced.

We believe that at Manor every pupil is held to be of equal value and this should be evident in every aspect of school life.

We need to define and identify unacceptable behaviour (racist, sexist, discriminatory or harassing) and offer strategies for dealing with the perpetrators and provide support for the victims.

We at Manor believe that, in order to achieve the above, every effort possible must be made to ensure that all individuals within this school are valued and have the opportunity to develop their full potential within a context of mutual respect, justice and fairness.

Aims

At Manor we share the following aims:

- ❖ To deliver a curriculum which will prepare its pupils to take their place in a culturally diverse society;
- ❖ To encourage pupils to develop their own positive attitudes to our intercultural society;
- ❖ To achieve good warm relationships within the School and with the wider community and to promote mutual understanding and a care for others;
- ❖ All staff at Manor are expected to work with pupils, parents and Governors and colleagues in expressing a commitment towards equality, respect and value for everyone within the school. This is regardless of race, culture or gender, and in particular dealing with racism whenever and however it may occur.

Practice

The school adopts the practices outlined in the Hampshire publication – *'Equal Opportunity Guidelines for Schools'*.

Staffing

The school values diversity amongst staff. In all appointments, the best candidate will be appointed based upon strict professional criteria.

All staff should be aware of possible bias within their own attitudes and make an effort to address this.

Curriculum

We will provide an entitlement curriculum which aims to offer the same coherent and balanced curriculum and learning experiences to all learners. We will make every attempt to accommodate the needs of all our pupils.

To enable all pupils to access the curriculum we will develop classroom approaches, which allow for individual differences but which do not make distinctions which have negative effects on children learning and developing.

The curriculum must be balanced, objective and acknowledge pupils' sensitivities. It must highlight sexual, religious, racial and cultural diversity in a way that is not detrimental to any individual or group.

We will provide opportunities for pupils to explore their attitudes towards each other and their similarities and differences.

Resources

Staff will ensure the use of a variety of resources to promote positive attitudes.

Resources must be non-sexist, intercultural and contain positive images of all groups. They must also allow pupils to access accurate information about different cultural groups.

Care will be taken to ensure that both boys and girls achieve equal access to all resources.

Pupils may need specific encouragement/direction in the use of resources, which could suggest stereotyping towards one sex.

Continual monitoring of resources within the school will take place to consider the messages the resources give and gender and the cultural aspects will be monitored for suitability and flexibility.

Language

The school views linguistic diversity positively. Staff should be aware of any racist or sexist connotations in the language they themselves use. Pupils and staff should feel that their language is valued and they should be allowed to use it in school, but should never use it to exclude others.

Strategies for dealing with incidents

All forms of discrimination by any person within the school will be treated seriously. Discrimination between pupils will be dealt with and a record of incidents will be kept by the class teacher or the Head of Year (*as outlined in the school Behaviour Code*). Cases which necessitate parental involvement will be recorded in the Pupil Incident File.