



Peregrines Nursery and Falcons School for Girls

Equal Opportunities Policy

Primary person responsible for this policy: Sara Williams-Ryan

Job title: Headmistress

Last review date: June 2021

Next review date: June 2022

Relevant ISI coding (if applicable):17a

Circulation: This policy is addressed to all members of staff and volunteers in our school. It applies wherever staff or volunteers are working with pupils.

Objectives

The School does not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, disability, religion or belief or sexual orientation. This is in line with the Equality Act 2010 and covers both direct and indirect discrimination.

The School promotes equality of opportunity and anti-discriminatory practice and ensures that every child is included and not disadvantaged because of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability. We promote the principles of fairness and justice for all through the education that we provide in our school.

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

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

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

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and show respect for all minority groups.

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.

We value and support all children.

The Pastoral Aims of the School and the Rules promote tolerance, diversity and difference.

Anti-racism

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.

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.

Our curriculum reflects the attitudes, values and respect that we have for all religions and faiths. We recognise and celebrate the importance of religious festivals, e.g. *the children study the importance of Diwali to Hindus and Sikhs*.

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.

The Role of the Headmistress

It is the Headmistress' role to implement the school's equal opportunities and anti-racist policy.

It is the Headmistress' 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.

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

The Headmistress 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 the assembly, where respect for other people is a regular theme, and in displays shown around the school.

The Headmistress treats all incidents of unfair treatment and any racist incidents with due seriousness.

The Role of Staff

Staff ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any pupil.

When selecting classroom material, 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.

All staff must challenge any incidents of prejudice or racism, or any other inappropriate attitudes. Staff must draw them to the attention of the Headmistress.

Teachers support the work of short-term contract ancillary or support staff and encourage them to promote diversity and differences.

All staff have a duty to encourage children to value and respect others.

Procedure

The school meets the needs of all children.

Details of how the needs of children with learning difficulties and disabilities are met can be found in the Special Educational Needs Policy and the Disability Procedure Policy; this includes details of how the SEND Code of Practice is put into practice.

Details of how we make reasonable adjustments for children can be found in the Disability Procedure Policy.

The School works in conjunction with parents and other agencies, and is committed to this work.

The School promotes and values diversity through the entire curriculum, including Religious Education and PSHE lessons. Faith and diversity are celebrated in our weekly whole-school assembly.

Implications for Other Policies

This policy is commensurate with the ethos and aims of The School.

Policy Evaluation

The School makes arrangements for reviewing, monitoring and evaluating the effectiveness of inclusive practices. This includes:

- Discussion with parents;
- Data analysis of parent questionnaires;
- Informal discussion as part of our 'Open Door' policy.

Evaluation and review of the Equal Opportunities policy takes place on an annual basis. The staff works with the Senior Leadership Team to discuss any changes or adaptations.

Throughout the year the whole staff are encouraged to feedback information and ideas regarding the implementation of this policy.

Review and update may take place more frequently where necessary, and changes will be highlighted to staff, parents and pupils as appropriate.