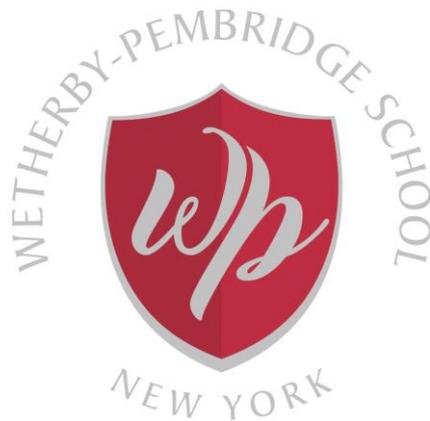


# WETHERBY-PEMBRIDGE SCHOOL



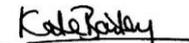
## Equal Opportunity Policy

September 2020 – August 2021

Policy written by: Kate Bailey

Review date: June 2020

Next review date: June 2021

Signed: 

Submitted: June 2020

This Policy was created in 2017 and will be reviewed annually.

## **Policy Statement**

At Wetherby-Pembridge, we recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. We understand the importance of providing a challenging and enjoyable programme of learning and development and we undertake to make reasonable adjustments to enable all to participate in learning, where all are valued and supported.

## **Aims and objectives**

We do not discriminate against anyone, be they staff or pupil, on the grounds race, colour, religion, creed, national origin or ancestry, ethnicity, sex, gender (including gender nonconformity and status as a transgender or transsexual individual), age, mental or physical disability (including pregnancy), citizenship, past, current or prospective service in the uniformed services, genetic information, or any other characteristic protected under applicable federal, state or local law.

- 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, making reasonable adjustments as appropriate.
- We 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.

## **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. 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.

We will support any victim of racism in overcoming any difficulties they may experience.

### **The role of the Head of School**

- To implement the school's equal opportunities
- To ensure that all staff are made aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations
- To ensure 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
- To promote 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
- To treat all incidents of unfair treatment and any racist incidents with due seriousness
- To monitor the effectiveness of this Equal Opportunities Policy
- 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 school behaviour so those pupils from minority groups are not unfairly treated.

### **The role of the teacher**

- To ensure that all pupils are treated fairly, equally and with respect and never discriminate against any child
- To pay due regard to the sensitivities of all members of the class when selecting classroom material and not provide material that is racist or sexist in nature.
- To strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
- To encourage staff to challenge any incidents of prejudice or racism and draw them to the attention of the Head of School.

- To support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.