

# FOXHILL PRIMARY SCHOOL AND FOX CLUB

## Equal Opportunities Policy

### Introduction

We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. This policy is intended to help to ensure that Foxhill promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

### Aims and objectives

We do not discriminate against anyone, be they staff or pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender, transgender issues or background.

We promote the principle of fairness and justice for all through the education that we provide in our school/Fox Club. We recognise that doing this may entail treating some pupils differently.

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

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

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

We challenge personal prejudice and stereotypical views whenever they occur.

We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred on our school, and we show respect for all minority groups.

We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes, and respect for all.

### Racial equality

At Foxhill, we will:

- strive to eliminate all forms of racism and racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial and ethnic groups.

It is the right of all pupils to receive the best education the school can provide, with access to all activities organised by the school/Fox Club. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures (see policies for Racial Equality and for Behaviour and Discipline).

We endeavour to make our school/Fox Club welcoming to all minority groups. Thus, for example, we will immediately remove any offensive graffiti that we may find at Foxhill. We

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promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around Foxhill.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, in the curriculum topic on religious festivals, the children learn the importance of Diwali to Hindus and Sikhs.

### **Disability non-discrimination**

Some children at Foxhill have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the school/Fox Club. The school/Fox Club fully meets the requirements of the amended Disability Discrimination Act that came into effect in 2010. All reasonable steps are taken to ensure that children are not placed at a substantial disadvantage compared with non-disabled children.

Foxhill is committed to providing an environment that allows disabled children full access to all areas of learning.

All staff modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or modify teaching materials, or offer alternative activities where children are unable to manipulate tools or equipment.

### **Gender equality in school**

We recognise that nationally, the achievement of boys is falling behind that of girls. We are committed to seeing all individuals and groups of pupils making the best progress possible in our school.

In school we have put in place a number of measures to raise the achievement of the boys. These include:

- dealing with negative aspects of boys' behaviour, including bullying and name-calling;
- removing gender bias from our resources;
- making sure that our displays reflect boys and men as effective learners and achievers;
- encouraging boys to read fiction.

We realise that although gender is one of the key factors affecting educational performance, it affects different sub-groups of boys and girls in different ways. Social class, ethnic origin and local context are all strongly linked to performance. We also seek to ensure that policies designed to improve the boys' attainment do not do so at the expense of achievement by the girls.

### **The role of governors**

In this policy statement, the governing body has set out its commitment to equal opportunities, and it will continue to do all it can to ensure that all members of the school/Fox Club community are treated both fairly and equally.

The governing body collects, analyses and evaluates a range of school data. We check that all pupils are making the best possible progress, and that no group of pupils is underachieving. To do this, we monitor:

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- admissions;
- attainment;
- exclusions;
- rewards and sanctions;
- parents' and pupils' questionnaires.

The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school/Fox Club. The governors take all reasonable steps to ensure that the school and the Fox Club environment properly accommodates people with disabilities.

The governors welcome all applications to join the school/Fox Club, whatever background or disability a child may have.

The governing body ensures that no child is discriminated against whilst in our school/Fox Club on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion has a bearing on school uniform, then the school will deal with each case sensitively, and with respect for the child's cultural traditions.

### **The role of the headteacher**

It is the headteacher's role to implement the school's policy on equal opportunities, and she is supported by the governing body in so doing.

It is the headteacher's role to make sure that all staff are aware of the school and Fox Club policy on equal opportunities, and that all staff apply these guidelines fairly in all situations.

The headteacher ensures that all appointments panels give due regard to this policy, so that no one is discriminated against.

The headteacher promotes the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.

The headteacher promotes respect for other people in all aspects of school life; in the assembly, for example, respect for other people is a regular theme.

The headteacher takes seriously all incidents of unfair treatment, and any racist incidents.

### **The role of the staff**

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

When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups.

We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we approach sensitive issues. So, for example, history topics include examples of the significant contributions women have made in this country's history. In geography, the teacher attempts to counter stereotypical images of Africa and Asia, and to show the true diversity of development in different parts of the world.

All our teachers and support/Fox Club staff challenge any incidents of prejudice or racism. We record any incidents and draw them to the immediate attention of the headteacher.

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### Monitoring and review

It is the responsibility of our governing body to monitor the effectiveness of this policy. The governors will therefore:

monitor the progress of pupils from minority groups, comparing it with the progress made by other pupils in the school;

monitor the staff appointment process, so that no one applying for a post at this school/Fox Club is discriminated against;

monitor the school/Fox Club's behaviour policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.

This policy complies with the Equality Act 2010 and the Equality Act (Specific Duties) Regulations 2011.

This policy will be reviewed by the governing body every four years, or earlier if it is considered necessary.

<b>Reviewed</b>	January 2020
<b>Approved by Governors</b>	23 <sup>rd</sup> January 2020
<b>Signed</b>	<i>R Hainsworth</i>
<b>Date of next review</b>	January 2024