



# **Equal Opportunity Policy**

## **The Aim**

We aim at Farley Junior School

- To be a welcoming community where each member is valued and respected.
- To encourage all in our school to reach their full potential within a happy, secure and stimulating environment.

We aim to equip our pupils and staff with an understanding of our diverse society and to appreciate and value the differences. This will be achieved by the following principles:

- To educate, develop and prepare all our pupils for life whatever their sex, colour, religion, origin, culture or ability. Discrimination is not acceptable.
- Contributing towards a happy and caring environment and by showing respect for, and appreciation of one another as individuals.

## **The Policy**

The school will develop positive programmes that will help pupils explore the issues of gender, race, culture and disability.

Pupils and staff will be made aware that any form of harassment or abuse is unacceptable. This is detailed in the Behaviour and Bullying Policy. Pupils and staff will be able to express their concerns and know that they will be listened to.

As a staff we will look at curriculum areas within the school to ensure that organisational and administrative procedures avoid stereotyping through inappropriate discrimination.

The school will look at ways of providing pupils with positive role models which challenge negative stereotyping and therefore ensure that equal opportunities permeate the life and work of the school.

## **Teaching and Learning**

Regardless of sex, race, culture or disability children will have equal opportunity within and equal access to all areas of the whole school curriculum. All policies include an “Equal Opportunities” statement as appropriate.

- Efforts will be made to recognise and be aware of the possibility of gender or race issues in both our teaching and learning materials and our teaching styles.
- Materials and resources are carefully selected for all areas of the curriculum so as to avoid stereotypes.
- Teaching time, attention and all resources are given equally to all children.
- Learning is adapted to a child’s ability.
- Children are encouraged to participate equally in the full range of activities both inside and outside the classroom.

- All children are encouraged to work and play freely with others.
- Equality between all pupils is recognised when giving or delegating responsibilities and noting achievements.

### **Staffing**

- Staff appointments and promotions should be made under equal opportunity guidelines that have been agreed by the Governing Body. In all appointments the best candidate will be appointed based on strict professional criteria.
- Equality between staff is recognised when giving or delegating responsibilities and noting achievements.
- All staff will have the opportunity, in line with the School Improvement Plan and the School Budget Plan, to take part in appropriate training to enable them to reach their full potential.

### **Admissions**

The school does not permit sex, race, colour or disability to be used as criteria for admission.

#### **Other Relevant Documentation in School**

- Race Equality Policy
- Admissions Policy
- Behaviour & Anti Bullying Policy
- RE Policy
- Curriculum Policy

### **Monitoring and Evaluation**

The Headteacher will monitor the Equal Opportunities Policy and report when necessary to:

- Assistant Headteacher
- Senior Management
- Staff (Teaching and non-teaching)
- Chair of Governors and Governors
- Pupils
- Parents
- School Adviser

### **Review**

This policy will be reviewed on a regular 3 year cycle or as the need arises.  
Next Review: Spring 2018