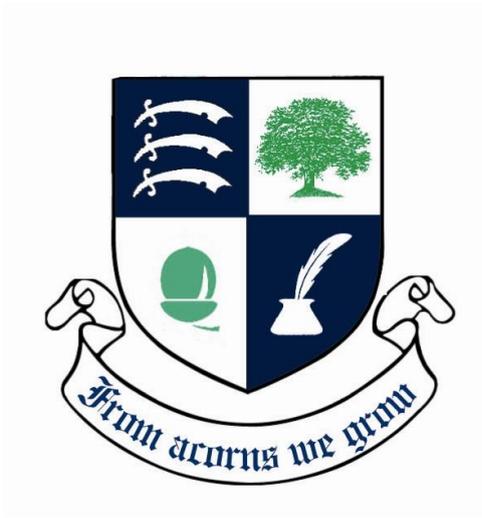


# Woodlands Schools



## Equal Opportunities Policy

This Policy includes EYFS, Little  
Acorns & Before and After School  
Provision

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**This policy must be read in conjunction with:**

- **Anti-Bullying Policy**
- **Promoting Good Behaviour and Discipline**

# Equal Opportunities Policy

## Aims and objectives

Woodlands Schools does not discriminate against anyone, be they staff or pupil, on the grounds of their gender, disability, race, colour, religion or culture, nationality, ethnic or national origins, marital status, age or sexual orientation. The School is aware of its duties under the 1976 Race Relations Act, the 1989 Children's Act and the 1995 Disability Act to promote equality of opportunity.

Woodlands Schools promotes the principles of fairness and justice for all through the education that is provided in the schools.

Woodlands Schools ensure that the individual needs of all children are met. Pupils who have a disability or have special educational needs will be included, valued and supported. Reasonable adjustments will be made for these children where appropriate.

Woodlands Schools constantly strives to remove any forms of indirect discrimination that may form barriers to learning.

We will strive to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management and disciplinary and grievance matters are based on objective and job-related criteria.

Woodlands Schools challenges stereotyping and prejudice whenever it occurs and will take appropriate action where required.

Woodlands Schools celebrates the cultural diversity of our community and show respect for all minority groups. Where practical we strive to maintain a workforce which broadly reflects the community catchment area in which we operate.

Woodlands Schools 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, the schools aim to promote positive social attitudes and respect for all.

Inappropriate attitudes are challenged and children are encouraged to value and respect others.

## Anti-Racism

It is the right of all pupils to receive the best education that Woodlands Schools can provide, with access to all educational activities organised by the schools. There is no tolerance for any forms of racism or racist behaviour. Should a racist incident occur, the schools will act immediately to prevent any repetition of the incident.

Woodlands Schools endeavours to make the schools welcoming to all minority groups, promoting an understanding of different cultures through the topics studied by the children, and this is reflected in the displays of work shown around the school.

The curriculum reflects the attitudes, values and respect that the schools have for minority ethnic groups.

## **The Role of the Board of Directors**

The Board of Directors has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.

The Board of Directors seeks to ensure that people with disabilities are not discriminated against when applying for jobs at the school.

The Board of Directors take all reasonable steps to ensure that the school environment gives access to people with disabilities; an annual review of the needs of the school takes place, with reference to existing government legislation.

The Board of Directors ensures that no child is discriminated against whilst in the schools on account of gender, disability, religion or race.

## **The Role of the Head Teacher**

It is the Head Teacher's role to:

- implement the school's equal opportunities and anti-racist policy and s/he is supported by the Board of Directors in so doing.
- ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- ensure that no-one is discriminated against when it comes to employment or training opportunities.

The Head Teacher 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 Head Teacher treats all incidents of unfair treatment and any racist, gender, disability, colour, religion, nationality, sexual orientation, ethnic or national origins or marital status incidents with due seriousness.

## **The Role of the Class Teacher**

The class teacher ensures that all pupils are treated fairly, equally and with respect. There is no discrimination against any child.

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.

When designing schemes of work, this policy is used to guide the school, both in the choice of topics to study, and in how to approach sensitive issues.

All teachers challenge any incidents of prejudice or racism, recording any serious incidents in the School Incident Book, and draw them to the attention of the Head Teacher. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

## Monitoring and Review

It is the responsibility of the Head Teacher and the Board of Directors to monitor the effectiveness of the Equal Opportunities policy and evaluate the effectiveness of inclusive practices that promote and value diversity and difference. This is achieved by:

- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
- 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.

### **Name of SENCO:**

Woodlands Great Warley	Vivienne Parker
Woodlands Hutton Manor	Anne Wilson
	Karen Archer (EYFS)

### **Name of ENCO**

Great Warley	Catherine Duthie
Hutton Manor	Samantha Lott