



STUDLEY COMMUNITY INFANTS' SCHOOL

EQUAL OPPORTUNITIES POLICY

Subject Co-ordinator – Debbie Price

Studley Community Infants' School aims to meet the needs of each individual child regardless of their race, gender, age, class or ability. We work to ensure access to equal opportunities for all children to develop into confident, competent, caring and self-aware people.

All members of our school community are to be equally valued and respected including adults.

No one should be discriminated against because of actual or imagined differences.

The environment of the school should provide the values to which we aim.

We are working towards Equal Opportunities in the following areas: -

The Curriculum

We firmly believe that Equal Opportunities are at the heart of the child's entitlement to the Curriculum. No child at this school will be excluded from any part of the Curriculum. If a child has a disability the teacher will work with the SENCO to ensure that her/his needs will be met.

- We note that some parents' religious beliefs require that their child is excluded from some school activities.

Resources

We will endeavour to resource the school in the spirit of Equal Opportunities and to promote positive images and attitudes i.e. -

- recorded music and musical instruments which reflect our multicultural society
- visual aids and equipment

- mathematical equipment which is appropriate for children with physical disabilities
- books in library and classrooms which portray a diversity of cultures
- design and technology artefacts from around the world

Ethos and Atmosphere

The positive atmosphere of school should reflect our commitment to Equal Opportunities.

- visitors are welcomed
- displays will be used to promote positive images
- assemblies are used to reflect positive attitudes and celebrate achievements both within school and in the wider community
- children and adults greet each other in a friendly warm way

Staff

This school confirms its opposition to unfair discrimination in employment and commits itself to a comprehensive policy of equal opportunities. The aim of this policy is to ensure that the recruitment, selection, training and promotion of staff is solely based on the criteria of merit and ability, and that no job applicant or employee will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, domestic circumstances, age, sexuality, disability, trade union activity, political or religious belief.

Community

We are aware that our school does not reflect the wider national and international community and so we will take steps to develop positive attitudes by taking part in activities outside school and encourage visitors who will enrich our experiences.

Activities to date include: -

- links with Four Acres - residential home for the elderly

- . participating in the Arden Dance Festival
- . visits to places of worship, i.e. Church, Mosque
- . visitors in school i.e. Hindu parents during RE
African storyteller
grandparents during history topic

Review

This policy is a working document and therefore is open to change and restructuring as and when the need arises.

Reasonable adjustments will be made to this policy in order to accommodate additional needs/disability in children/young people.

Review Annually and make any necessary changes when required.