

Equal Opportunities Policy

Date	Review Date	Coordinator	Nominated Governor
July 2020	July 2021	SLT	Teaching and Learning

At Longwood we believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the up to date legislation.

Aims

- To promote an ethos in which all members of the school community feel valued and secure and are enabled to fulfil their potential
- To provide an education that prepares children for life in a pluralist society
- To ensure that diversity of personal background and experience is acknowledged, reflected and celebrated in the life and work of the school
- To identify and eliminate any form of bias or prejudice, conscious or unintentional, which disadvantages or discriminates against any member of the school community on the basis of gender, ethnic origin, culture, religion, language, sexual orientation, age, ability, disability, social background or other personal circumstances. This definition should be regarded as implicit in all subsequent statements in this policy

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body has:

- a duty to ensure the schools policies reflect a commitment to equal opportunities
- a duty to ensure that teaching and learning is monitored to ensure high expectations and levels of achievement from all children
- a duty to recognise the richness that a fully, socially inclusive school community can provide and strongly encourages positive attitudes to diversity
- a duty to reject, and challenge, all forms of harassment and prejudice
- a duty to monitor and evaluate their effectiveness in providing an appropriate, diverse and differentiated curriculum for all children
- positive action is taken to ensure that the composition of the governing body reflects the diversity of the community which the school serves
- a duty to ensure that the School admission procedures are based upon open and objective criteria drawn up by the Local Education Authority
- a duty to ensure that the school's recruitment and selection procedures reflect our commitment to equal opportunities and are consistently applied. The recruitment and selection process is monitored and reviewed to ensure that discrimination is not taking place and to identify examples of good practice

Role of the Headteacher

The Headteacher will:

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ensure that an equal opportunity ethos reflects the school's commitment to all its children and staff

- ensure that teaching and learning are monitored to ensure high expectations and levels of achievement from all children
- consult all staff on the development and implementation of appropriate policies.
- recognise the richness that a fully, socially inclusive school community can provide and strongly encourages positive attitudes to diversity
- recognises her duty to reject, and challenge, all forms of harassment and prejudice
- ensure that extensive support is offered to children whose misconduct places them at risk of exclusion. This includes full consultation with parents, meetings with governors and explanations of relevant procedures
- ensure that during the induction of new staff they are made aware of the school's Equal Opportunities Policy
- value the skills of all staff and staff encourage them to share
- ensure that all members of staff have access to INSET which will enable professional development
- ensure that all staff participate in Performance Management systems operating in school

Role of School Personnel

School personnel will:

- ensure that they implement the policies
- ensure that resources are appropriately targeted and monitored in accordance with the school's development plan
- endeavour to create an atmosphere and environment in which children, parents and visitors of all cultures and social backgrounds are welcome
- recognise the richness that a fully, socially inclusive school community can provide and strongly encourages positive attitudes to diversity
- will reject, and challenge, all forms of harassment and prejudice
- ensure displays should reflect a range of achievement, background and experience
- ensure that the curriculum reflects the diverse needs of all children in order to incorporate the principle of equality engage with children's experience and promote positive attitudes to diversity
- will establish an inclusive classroom ethos in which all children feel that their contributions are valued
- provide opportunities for collaborative learning, discussion, questioning, active learning, decision making, choice, problem solving and independent learning

Role of Pupils

Pupils will:

- be aware of and comply with this policy
- be encouraged to report any issues with any aspect of the policy
- to explore bias, challenge prejudice and stereotyping
- participate in an enriched curriculum that reflects the diversity of the school community
- engage in a range of opportunities to enable them to recognise the value of their own ideas, views and experiences in the process of learning

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- have access to support and guidance from a range of external agencies as required
- have a clear understanding of the high standards of conduct expected in and around the school

Role of Parents/Carers

Parents/carers will:

- be aware of and comply with this policy
- be aware of their responsibility to explore bias, challenge prejudice and stereotyping
- promote positive attendance and engage with staff whenever concerns or difficulties emerge

Raising Awareness of this Policy

We will raise awareness of this policy via:

- Prospectus
- Website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as newsletters
- Headteacher reports to the Governing Body

Monitoring the Implementation and Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the Headteacher and the Teaching and Learning Committee. A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

Headteacher:	Mrs Pauline James	Date:	July 2020
Chair of Governing Body:		Date:	