St Paul's CE Primary School

Policy for
Equal Opportunities

Agreed by Governing Body on:	30.11.2022
Policy Review Date:	November 2026

POLICY FOR EQUAL OPPORTUNITIES

Inclusive education statement

At St. Paul's School we aim to ensure that every child matters. Children have equal access and opportunities across the Curriculum, both formal and informal, so that when leaving our school they have the widest possible options available to them, morally, educationally and socially.

St. Paul's supports equal opportunities by countering stereotypes and prejudice, reducing the effects of sexual, racial and social discrimination, while at the same time acknowledging the diverse cultural and educational needs of pupils.

Equality of opportunity for all children is essential, whatever their age, ability, gender, race or background. A child's self-perception can be influenced by his or her environment. We want all our pupils to achieve their full potential and to make a positive contribution. We work to ensure that our expectations, attitudes, and practices – in particular those relating to gender – do not prevent any child from fulfilling his or her potential.

At St. Paul's School we aim to provide all pupils with equal opportunities. Children should have equal access and opportunities across the Curriculum, both formal and informal, so that when leaving our school they have the widest possible options available to them, morally, educationally and socially.

We understand that, as children mature and their relationships with peers of both sexes develop, their perception of gender roles alters. We also accept that such perceptions are influenced by other factors, including home, peer group and the media.

As a school, we incorporate Brighton & Hove LEA guidelines for Equal Opportunity into our primary practice.

Children of both genders have equal opportunity within, and equal access to, all areas of the School Curriculum. This includes the Programmes of Study and Attainment Targets for the National Curriculum subjects, other subject areas currently outside the National Curriculum and extra-curricular activities. Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.

- Efforts are made to recognise, and be aware of, the possibility of gender bias in our teaching and learning materials and in our teaching styles.
- Materials are selected carefully for all areas of the Curriculum to avoid sexual stereotypes and gender bias.

- Impartiality is demonstrated by teacher time, attention and resources being given equally to boys and girls, who are encouraged to work and play freely together.
- Opportunities are given for children to work with male and female teaching and non-teaching staff.

Teaching and other groupings, such as dinner queues, assembly seating, lines for dismissal, classroom seating and playground areas, are organised by a range of criteria, for example, age, ability, friendship.

Equality is demonstrated when giving/delegating responsibility and noting the achievements of children.

- Discipline – notably rewards and sanctions – are the same for all children.
- Our school uniform policy embodies the same standards for all children.
- Apart from Nursery and Reception, separate toilets are provided; separate changing facilities for swimming are provided; and in Years 5 and 6 girls and boys change in separate areas for P.E.
- Children and staff are encouraged to respect and value each other, and build and maintain co-operative working relationships both within school and in the community.

Any discrimination that arises inside or outside the classroom is handled sensitively and discussed with the children.

Monitoring and Evaluation

St. Paul's recognises the value of evaluating and monitoring equal opportunities; measures include:

- reviewing attendance and punctuality – analysing reasons for absence – where patterns affect particular groups of children
- reviewing the quality of relationships between different groups of children
- analysing the attainment and progress of pupils, highlighting significant variations in attainment among pupils of different gender, ethnicity or background.
- three pupils from each class are invited to be equality ambassadors for the school. As a group they meet termly with the deputy head teacher to discuss and explore a variety of issues that impact on school life and help to ensure equal opportunities for all.

Staffing

We provide all staff at St. Paul's with equal opportunities. No teaching or non-teaching post is gender-specific and, when appointing staff, recruitment procedures recommended by the LEA will be followed.

Tasks, duties and responsibilities are allocated without discrimination. Men and women have opportunities to teach all age groups. All staff have equal access to professional development and posts of responsibility.

All members of staff review regularly practices and approaches involving equal opportunity.

Signed:

……..(Headteacher). Date:……

……..(Chair of Governors). Date:……