

Aims of the school

The school aims that all children:

- are independent learners
- are confident, adaptable and well-balanced
- value diversity and respect differences
- understand their responsibility to others
- are motivated and self-disciplined
- uphold the co-operative values

Introduction

The Education (No 2) Act of 1988 has made it the legal responsibility of the Headteacher and the Governing Body to ensure that equality of opportunity is provided for all pupils and staff in their school.

The Governing Body and the Headteacher of Nanpean CP School are aware of their responsibility and realise that education can be 'a powerful vehicle' for freeing all pupils and staff from stereotyping roles and allowing them to develop their own personalities and talents, regardless of their physical, sensory, intellectual, emotional/behavioural difficulties, gender, social and cultural background, religion or ethnic origins.

For genuine equality of opportunity will not be achieved by mere compliance with relevant legislation. It can be achieved only if those concerned have the will to formulate equal opportunities policies that are fully implemented, carefully monitored and reviewed.

Equal Opportunities may relate to any of the various ways in which people may be seen as part of an identifiable group e.g. social class, disability, ethnicity, gender, language and religion. Whilst relevant legislation has been in place for many years, Nanpean CP School is aware that we need to constantly consider our practices with regard to equal opportunities to ensure compliance with legislation. We aim to clarify, support and develop best practice and underpin consistency within our school community.

Aims and objectives of the policy

At Nanpean CP School:

- We do not discriminate against anyone, whether they are staff, pupil, or visitors on the grounds of their sex, race, colour, religion, and nationality, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.
- We promote the principles of fairness and justice for all through the education that we provide in our school.

- We ensure that all pupils have equal access to the full range of educational opportunities and facilities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers for learning.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- We 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, we aim to promote tolerant, social attitudes and respect for all.

Anti-racism

The staff at Nanpean CP School recognise that it is the right of the pupils to receive the best education the school can provide, with access to all educational activities and facilities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.

(The school has a separate race-equality policy.)

We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school. Likewise, our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

Should anyone at our school be a victim of racism, we will do all we can to support that person on overcoming any difficulties they may have.

Admissions

The Education Reform Act 1988 abolished Local Education Authority planned admission limits and requires schools to admit pupils up to at least the standard number for admission if there is a demand for places. It is unlawful and discriminatory (except in the case of single-sex schools) to refuse admission to prospective pupils on the grounds of sex, or race or to try and balance the number of boys and girls to be admitted.

It is also unlawful to ask parents, on racial grounds, to produce passports or other documentary evidence as proof of a child's entitlement to education in a maintained school. However, it is sometimes necessary to ask parents for proof of a child's age in connection with school admissions. In such circumstances if a birth certificate or other documentary evidence is not available, a passport might provide the required

information. (See Admission Policy)

The Curriculum

The curriculum of the school should be broad, balanced, relevant and differentiated. It should encourage the spiritual, moral, social and cultural development of pupils, whilst preparing them for the opportunities, responsibilities and experiences of adult life. It should focus on developing their basic skills.

Dimensions such as a commitment to providing equal opportunities for all pupils, and recognition that preparation for life in a multicultural society is relevant to all pupils will permeate every aspect of the school curriculum.

Equal opportunities are about helping all children to fulfil their potential. Teachers are rightly concerned when their pupils underachieve and are aware that educational outcomes may be influenced by factors outside the school's control such as a pupil's sex or social, cultural or linguistic background. The curriculum is not simply a collection of subjects but embraces everything that goes on in a school, which results in children learning about the world around them.

The role of governors

The governing body of Nanpean CP School has set 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 governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school.

The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.

The governing body welcomes all children or staff who join the school, whatever background or disability they may have.

The governing body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race, whilst also ensuring that all children have access to the full range of the curriculum.

The role of the Headteacher

It is the Headteacher's role to implement the school's equal opportunities and anti-racist policy and be supported by the governing body in so doing.

It is his/her role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations. He/she ensures that all appointments panels give due regard to this policy, so that no-one is

discriminated against when it comes to employment or training opportunities. The Headteacher 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 school assemblies, where respect for other people is a regular theme, and in displays around the school. The Headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

The role of the class teacher

The class teachers at Nanpean CP School will ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child. When selecting classroom material, they pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. They strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

When reviewing or revising schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. All our staff will challenge any incidents of prejudice or racism. We record any serious incidents in a file, and draw them to the attention of the Headteacher. 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 our governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by:

- Monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils at the school;
- Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- Requiring the Headteacher to report to governors on a basis of the effectiveness of this policy on a pre-determined period agreed by the governors;
- Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- Monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

See 'Equality Act 2010 Advice for school leaders, school staff, governing bodies and local authorities' appended to this policy.

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