



**Burnsall primary School
And
Cracoe and Rylstone Primary School**

Equal Opportunities Policy

Rationale

All pupils, irrespective of gender, culture, race, ability or religion, are entitled to a broad and balanced curriculum and the opportunities to achieve their full potential.

Aims

- To provide for all pupils regardless of gender, race, ethnicity, disability, religion or culture
- To be aware of the difficulties that some groups can face and to ensure that obstacles are removed and positive action taken when necessary
- To avoid prejudice and discrimination in the treatment of others.
- To value each pupil's worth
- To prepare pupils to overcome prejudice and to participate fully in a diverse society

Arrangements

The curriculum offers a balanced view of the world that enhances the self-esteem of pupils from all backgrounds. It opens the minds of pupils to other traditions and ways of viewing the world. Teaching methods and materials are regularly reviewed to ensure they present a range of cultures and are not biased. Staff are aware that their own expectations affect the achievement, behaviour and status of each pupil.

- The Staff and Governors of Burnsall School are committed to combating discrimination by challenging stereotyping and prejudice whenever it occurs.
- The mainly white British school population is taught about, taught to respect, other cultures, religions, genders and those with disabilities.
- The use of discriminatory language is challenged.
- Every person in school contributes towards a happy and caring environment by showing respect for and appreciation of each other, as individuals.
- As our school is not ethnically diverse we celebrate the cultural diversity of the world through a range of visits and visitors.
- We make the school a welcoming place for all those with disabilities, genders, ethnic, religious and national groups
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- Assessment results are scrutinised regularly to identify trends that indicate a difference in achievement between genders and prompt action taken.

All forms of discrimination by any person in school are treated very seriously and it is made clear that such behaviour is unacceptable. In accordance with LA guidelines, incidents of racial discrimination are recorded and reported to the LA.



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Handling Complaints about Discrimination

Complaints against pupils

- Handle in line with the school's behaviour policy.
- Note all racial incidents in the incident book which is kept in the Headteacher's office.
- Inform the Headteacher or the most senior member of staff on site, immediately.

Complaints against staff connected with discrimination

- Refer immediately to the Headteacher who will contact the responsible governor, the chair of governors and the SIP.
- If the Headteacher is not the appropriate person to speak to contact the chair of governors.
- All details will be precisely recorded and emailed to the Headteacher.

Roles and Responsibilities

- The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities and that the policy and its related procedures and strategies are implemented.
- The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities, are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination.

See also

SEN policy
Behaviour Policy

Reviewed May 2016