



## Three Ways School

### Equal Opportunities Policy

Policy Ratified on	Sept 2013
Policy Ratified by	FGB
Policy Review Date	08.01.18 Internal Review
School Policy Lead	Jo Stoling – Acting Headteacher

## **Equal Opportunities Policy**

### **Rationale**

The school is committed to promoting understanding of the principles and practices of equality & justice. We aim to equip children with an awareness of our diverse society and to appreciate the value of difference. We support the rights of all pupils and staff to equal access and chances and each individual is respected for who they are.

The school is committed to creating the circumstances in which equality of opportunity can exist and the principle that all pupils share an entitlement to a broad and balanced curriculum, which should recognise the individual pupils' needs, including inclusion in mainstream schools, where appropriate. We seek to encourage pupils to appreciate in an unbiased and non-racial manner, an understanding of and respect for the world in which they live, including its different religions and cultures.

### **Purpose**

This policy statement outlines the commitment of the staff and Governors of Three Ways School to ensure that equality of opportunity is available to all members of the school community. These include pupils, staff, parents, governors, visitors to the school and students on placement.

An equal opportunities ethos should permeate all aspects of school life, and it is the responsibility of every member of the school community to ensure this, modelling appropriate behaviour to foster tolerance and understanding of others. All members of this community should be aware that every individual has the right to be considered of equal value and be given equal opportunities regardless of ethnicity, gender, social circumstances, ability / disability, belief, age or sexuality.

### **Procedures**

#### **Ethos and Atmosphere**

Provision is made to cater for spiritual needs through planning of assemblies and classroom activities.

#### **Learning Environment**

All pupils are encouraged to achieve and not to measure themselves against others, but to value and appreciate each other's achievements. Parents are encouraged to view their own child's achievements in this light.

Provision is made to respect pupil's dignity & privacy.

#### **Language**

We recognise that it is important that all members of the school community use appropriate language, which does not offend and creates the conditions for all people to develop their self-esteem. Members of the school community should feel that their natural language is valued.

#### **The Taught Curriculum**

We ensure that our planning reflects our specific commitment to equality of opportunity in all subject areas and cross-curricular themes.

#### **Organisation of Learning**

The school provides first-hand experiences for the pupils to encounter people from other countries, organising visits and inviting guests from other countries to share aspects of their culture when appropriate.

#### **Extra-Curricular Provision**

It is the school's policy to provide equal access to all activities for all pupils, where appropriate.

### **Harassment & Stereotyping**

It is the duty of the school to challenge all types of discriminatory behaviour. We try to counter negative, patronising and stereotyped views and avoid labels related to these.

### **Parents & Wider Community**

Parents' needs will be respected and help provided with translations, explanations and support where necessary.

### **Appointments**

The Head and Governors ensure that employment procedures are without discrimination.

### **Resources**

Appropriate multi-cultural resources are provided to ensure equality of access and reduce stereotyping.

### **Equal Opportunities**

The school is mindful of the difficulties that some groups can face and ensure that any obstacles to them are removed. We support the right of all pupils and staff to equal access and chances, regardless of ethnicity, gender, social circumstances, ability / disability, belief, age or sexuality.

For further information refer to Race Equality Policy & Anti-bullying Policy

### **Professional Development**

It is our policy to provide staff training & development opportunities, which will increase awareness of the needs of different groups of pupils in the various dimensions of equality of opportunity.

### **Health & Safety**

Health & Safety issues are described fully in the school Health & Safety Policy. It is the responsibility of each adult to report health & safety issues without delay.

### **Review**

Three Ways School monitors the impact of its policies and procedures on different groups (by race, gender & disability) and the effectiveness of such policies are assessed through the school's self-evaluation procedures.

### **Reporting Log in office**

