



Glenmere Langmoor Academy Trust

EQUAL OPPORTUNITIES POLICY

Equality of opportunity is concerned with justice for all, raising expectations, and enabling each individual to fulfil his or her potential. Equal opportunities is freedom from discrimination on the grounds of race, language, gender, class, lifestyle, cultural background, age, sexual orientation or disability.

AIMS

In our school we shall aim to:

- value every individual who comes through the door
- nurture a mutual respect for all and encourage a positive attitude towards all members of society
- develop in pupils and staff a commitment against racism, sexism, class distinction, ageism and discrimination on the grounds of disability or special needs
- avoid stereotyping of any kind

PUTTING OUR AIMS INTO PRACTICE

We will strive to organise our school in such a way that the learning environment upholds our belief of equal opportunity. We will try to ensure that:

- positive visual images are given for people of both sexes and ethnic groups, with or without disabilities
- Collective Worship themes, topics and displays which draw on a wide range of sources are included
- literature and multi-media which reflect the variety of people, homes and families are provided
- songs, rhymes, music and musical instruments from a wide range of cultures are experienced
- resources for imaginative play which allow children to explore a range of roles are available, including those of the other sex and cultures
- activity areas are arranged in a way which do not restrict access for children or adults with disabilities
- racist language is categorically rejected

- attention is paid to spelling and pronunciation of names correctly at all times
- that bi-lingualism is seen at an asset
- that bi-lingual pupils and parents are supported with interpreters when necessary
- we do not regard lack of fluency in English as an indication of poor potential
- assumptions are not made about a child's potential based on home circumstances or social class
- no pupil will be excluded from receiving the curriculum or privileges on the basis of gender
- that staff, parents and pupils understand that boys and girls should display equally high standards of behaviour
- that the behaviour of any one child does not prevent other children from accessing and enjoying our learning environment
- that we give our time fairly to each child, ensuring that the undemanding child is not overlooked
- that children with any disabilities must have access to any required equipment and given appropriate support in order to remove the barriers that may hinder their access to the full curriculum
- that all policies will reflect the equal opportunity aspect within them.

We will encourage parent/carer involvement regardless of gender and background in all aspects of school life.

We ensure the school's recruitment and selection procedures are based on good equal opportunities practice in accordance with the LA's Equal Opportunities in Employment Policy.

We regularly review the professional development of all staff within the school.

We recognise the importance of positive role models, both in terms of gender and ethnic origin.

We recognise every member of our team, regardless of role, is of equal importance.

This policy's aims and practices should be seen across the curriculum and in every facet of school life.

