



## Equal Opportunities Policy

<b>This policy will be reviewed annually</b>
Policy reviewed: July 2018 by SMT
Next review: July 2019 by SMT

### Introduction

This policy is applicable to all pupils, including those in the EYFS.

Promoting equal opportunities is fundamental to the aims and ethos of WCPS. We welcome applications from children with a diverse range of backgrounds

### Aims

- We endorse the principle of Inclusion.
- We aim to provide an environment where pupils of all races, religions and beliefs and social circumstances will find security and respect for themselves, their families, other people and their traditions. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a positive and welcoming environment where each individual feels valued and can flourish.
- WCPS is committed to equal treatment for all, regardless of an individual's race, gender, religion and belief, disability, learning difficulty, linguistic background, SEN, body image or cultural background, sexual orientation and gender re-assignment. We believe that the educational experience can only be enriched if children are exposed to a wide a range of cultural experiences.
- We also welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Admissions and Learning Enrichment.

### Staff Duties

The Head Teacher and Senior Management Team play an active role in monitoring the implementation of WCPS's policy on equal opportunities. Use is made of assemblies, PSHE, RE, Literacy and other lessons to:

- Show that any form of bullying including verbal, physical and psychological bullying by any group or individuals is challenged and addressed

*WCPS is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

- Ensure every child is given access to the best possible level of learning experience appropriate to their age and ability through appropriately differentiated work
- Promote tolerance of each other and respect for each other's position within the WCPS community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures.
- Understand why and how we will deal with offensive language and behaviour.
- Demonstrate that we will deal with any incident promptly and in a sensitive manner.

Discrimination in all its forms is unacceptable.

All staff, pupils, parents and visitors to the school will receive fair and equitable treatment that is not dependant on their race, gender, state of pregnancy or maternity, religion and belief, cultural background, linguistic background, sexual orientation, gender re-assignment, SEN and disability.

When devising and reviewing the curriculum, the staff will ensure that it is responsive to the needs and values of different ethnic and racial groups and of those with English as a second language.

We recognise that a child's self - perception is influenced by his environment, at school, at home, through his relationships with peers and adults of both sexes and through the media. At the same time we are aware that as a child matures that perception alters.

A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

We will ensure that each parent/carer is treated in a manner which ensures that they have full and equal access to support, information and resources. We operate an open door policy and parents have many opportunities to come into the school and speak to staff and review children's work.

### **Strategies**

To ensure that equal opportunity is evident in all aspects of W.C.P.S. life and work the following strategies are employed:

- All pupils have equal opportunity within and equal access to, all areas of the school curriculum
- Differentiated lesson planning for those whose attainment significantly falls below or exceeds the expected level.
- All pupils have equal opportunity to undertake extra-curricular activities

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- Efforts are made to recognise and be aware of the possibility of any discrimination in both teaching and learning materials as well as in teaching styles
- In all areas of the curriculum materials are carefully selected to avoid any form of discrimination
- Pupils are encouraged to work and play and show respect to others regardless of their age, ability, race or background
- Pupils and all staff are encouraged to value each other and build up and maintain cooperative working relationships both within the school and in the community. Such relationships being based on mutual respect for each other
- Grouping and seating arrangements in class, assembly, lining up and on any other occasion are not organised on a basis which may be interpreted as discriminatory
- Equality is recognised when delegating responsibility to pupils
- Equality is recognised when noting the achievements of pupils
- Any differences involving any form of discrimination which may arise inside or outside the classroom are dealt with sensitively and are discussed with pupils either as a group or individually
- Staff are aware of the ethnic mix, different religions and home language of children
- Staff identify children requiring EAL support
- WCPS school uniform policy reflects equality of opportunity for all pupils.

### **Requests for Variation in the School Uniform**

Parents should be aware that all pupils at WCPS are required to wear a uniform. The Head Teacher will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The Head teacher may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

### **Admissions**

The school will ensure that its policy for Admission is designed to ensure that no racial discrimination, either direct or indirect, will take place. When responding to an invitation to a 'Getting to know you' session, parents are encouraged to contact the school should any adaptations to the session be required to support the needs of their son.

### **Responsibilities**

The Governing Body has overall responsibility for the implementation of this policy as follows:

- The Learning Enrichment Teacher is responsible for ensuring that all activities are reviewed to ensure that they are in keeping with the school's commitment to promote inclusion.
- The Head teacher is responsible for ensuring that all staff have access to appropriate training in the promotion of equality for all.

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- The Heads of Year should ensure that each curriculum area is presented in a culturally sensitive way, which promotes equality, avoids stereotypes, and prepares children for life in a multi-ethnic society
- The Learning Enrichment Teacher is responsible for ensuring the SEN Code of Practice is put into practice. Should a boy have an Education, Health and Care Plan (EHC) the school will work closely with parents and outside agencies to ensure a correct and appropriate level of support is given.

### **Monitoring and Review**

The monitoring of the school's Equal Opportunities Policy will be undertaken as follows:

Monitoring by the Head teacher and Senior Management Team will comprise of:

- A review of curriculum policy development
- The monitoring of exclusions
- The recording and monitoring of absences, racial incidents and bullying incidents.

Monitoring will also be undertaken by school staff. This will include the consideration of possible discrimination in any form during:

- Observation of teaching
- Scrutiny of work
- Logging of accidents/incidents
- Pupil participation in the wider life of the school.

This policy is linked to:

Behaviour Management Policy

Accessibility Plan ( SENDA)

Admissions Policy

Anti-Bullying Policy

Recruitment Policy

WCPS Learning Enrichment Policy