



Bishop Cornish Primary School

Equal Opportunities Policy

PHILOSOPHY

Equal opportunities relate to all in our care: governors, staff, children and parents, regardless of gender, class, racial background, belief, cultural differences, disability or academic ability or special needs.

CHILDREN

All pupils at Bishop Cornish School share the right to a broad and balanced curriculum, to be treated with the same degree of concern for their education and development and to have the same chance to benefit from the resources available to their school, irrespective of their gender, ethnic origins, level of ability or social circumstances. Legislation and National Curriculum Guidance endorse this.

STAFF

Appointments of new staff will be made with positive reference to equal opportunities, including age.

PARENTS AND STAFF

All parents and staff will be treated equally regardless of colour, social standing or marital status.

AIMS

- To prepare children (during their time at Bishop Cornish School) to be able to live in a democratic and multi-cultural society where they exercise tolerance and understanding.
- To ensure that all members of our school are equally valued and treated.
- To agree strategies for dealing with any behaviour demonstrating prejudice or discrimination.
- To teach equal opportunities through the ethos of the school and through the formal and informal curriculum.
- To enable children and staff to work and live together in harmony in a caring environment.

APPROACHES

ADULTS

- All appointments and employment procedures must be non-discriminatory whilst maintaining the policy of appointing the best applicant for vacant posts. County selection and recruitment forms are completed.
- All staff and Governors should be aware of any cultural biases or inappropriate attitudes.
- All practices in school should avoid stereotyping. Staff should be aware of the role models they present to children.
- Regular opportunities for considering equality should be taken, especially with training.
- Through termly planning teachers will seek appropriate opportunities to develop multi-cultural awareness.

CHILDREN

- All children have an equal right and entitlement to a broad and balanced curriculum and common learning experiences.
- Resources/time should be distributed fairly, appropriate to individual needs.
- There should be no stereotyping of teaching materials (see planning ideas).
- Visitors in a non-traditional role are welcomed into school, e.g. male nurse, female taxi-driver.
- Children will 'line up' according to different criteria appropriate to the task.

Reviewed November 2019

Next review November 2021