



HOLLYFIELD PRIMARY SCHOOL

EQUAL OPPORTUNITIES POLICY 5.12.12

SCOPE

The policy statement applies to all pupils and staff, teaching and non-teaching, and members of the Governing Body within Hollyfield Primary School.

AIMS

1. All members of Hollyfield Primary School are entitled to be treated without prejudice irrespective of gender, ethnic origin, religion, class, ability, disability or any other perceived difference.
2. All pupils will have an entitlement to participate in broad and balanced educational experiences. Such entitlement will be irrespective of ability differences. In particular, the aim must be to develop fully the individual potential of all students unhampered by any form of stereotyping.
3. All staff (including those on Part Time contracts) will be entitled to professional development opportunities irrespective of gender, ethnic origin, religion or age in accordance with the letter and spirit of legislation contained in current versions of the Sex Discrimination Act, Race Relations Act, Disability Discrimination Act, Human Rights Act and the Birmingham Council's Equal Opportunity Policy.
4. All vacancies will be advertised openly and any appointments made (governors, teaching, and non-teaching staff) will be made on the basis of ability – relating to the post in question - and will not contravene the scope or the spirit of this Code of Practice or that issued by the City of Birmingham Council.
5. The Governing Body and the School, through the Accessibility Plan, will promote modification and improvement of the site, buildings and facilities to ensure reasonable access to all.
6. The School will expect pupils, staff and governors to apply the Policy which also includes provision for monitoring and action when appropriate. Equal opportunities will be an agenda item, as appropriate, at Governing Body, Senior Management Team and Leadership team meetings. .
7. Guidelines for addressing specific provisions contained in the Disability Discrimination Act and the Race Relations Act are provided as separate Appendices

Related Policies: Anti Bullying, Code of Conduct, Behaviour.

ADOPTED:

Discrimination on grounds of disability, race, gender and sexual orientation is unacceptable. Racist offences will be logged and reported as required by current legislation. It is therefore important to protect individuals from any insulting language or behaviour; any harassment or unjust treatment relating to racial origin; achieve a feeling of one community at the school; and, value the contribution that can be made by pupils from other ethnic and cultural backgrounds.

AVOIDING DISABILITY DISCRIMINATION

Guidelines

1. The school will regularly review its provision for pupils and staff with disabilities. Where deficiencies in provision are identified, the appropriate Agencies will be contacted with a view to the necessary improvements.
2. Access to the curriculum for pupils with a disability will be a priority adjustments will be made where necessary and feasible, e.g. room changes.
3. Disability and discrimination will be considered on a regular basis in phase reports as necessary and, as far as is practicable, any issues requiring attention will be dealt with by the next SMT meeting.
4. The school will promote the appropriate messages — for example, the need for concern for the rights of people with disabilities and the unacceptability of any negative discrimination in the school — through its pastoral system, school assemblies, and school councils etc.

AVOIDING RACIAL, ETHNIC OR RELIGIOUS DISCRIMINATION

GUIDELINES

1. All incidents must be dealt with promptly, firmly and consistently.
2. Opportunities will be taken through, assemblies, PSHE, RE and elsewhere for the encouragement of positive attitudes on this subject.
3. A full range of sanctions will be used to deal with offences against the school's race policy. Parents will be involved whenever appropriate.
4. Breaches will be referred to the School's Behaviour coordinator using the log of racist incidents, reported to the Governing Body via the Head teacher's termly report and to the Local Authority termly.
5. Counselling of individual pupils victim and offender will be a standard response when breaches of the policy occur.
6. Members of ethnic minority groups and others will be encouraged to report any racist language or activities. Those inclined to behave in a racist manner must not be protected through silence.
7. International and global outlooks will be encouraged. Part of the school's charity work programme will comprise fundraising and other activities to support the needy in developing countries.
8. Without actual positive discrimination, efforts will be made to ensure that posts of responsibility go in full measure to members of ethnic minority groups.
9. Staff most involved in the school's pastoral work will be asked to see that achievements by ethnic minority pupils are fully recognised.
10. Pupils will occasionally be reminded that, although it may be all that they know, Hollyfield is an atypical community, that Britain is in fact a multicultural country and that a spirit of tolerance and mutual support is essential. Contact with other ethnic groups will be encouraged through contact with other schools, business and community links.