



Policy: Equal Opportunities - Pupils

School Motto:

Dream, believe, achieve together.

Persons with Responsibility

Governors

Headteacher

Linked Policies

Equal Opportunities - Staff

Racial Equality Policy

Staff Development Policy

Date: February 2019

Next Review: February 2021

Westwood Park is an inclusive school. All policies should be seen in the light of overcoming barriers to learning for example: dyslexia, dyspraxia, ASD, emotional, behavioural and learning difficulties.

Pupils and the Curriculum

- **Access:** All pupils have full, equal access to the school curriculum and learning environment. Some adaptations already exist to facilitate physical access. Aware of its legal and ethical obligations, the school is committed to providing facilities that are deemed necessary to enable pupils, parents and staff to access buildings / site, and the curriculum.
- **Respect for Self and Others:** Each child is encouraged to recognise his or her own strengths or abilities, and is encouraged to have a positive self-image. Similarly children are taught to respect the differences they recognise in others. They are taught to treat others with respect - in the manner in which they themselves would wish to be treated. (The 'Golden Rules')
- **Pupil Groups:** When involved in activities, children are grouped in various ways depending on purpose (including setting by ability, friendship, or mixed ability). Groups are not organised on the basis of gender or, for example, physical characteristics. This is also true when children 'line up' in school buildings or in the school grounds.
- **Equality:** When children are asked to take responsibility for particular tasks (organising or moving equipment, representing the school), both sexes are involved. Similarly caring roles are equally accessible to boys and girls.
- **Bias:** Unless the topic of bias is being studied, all curriculum materials are monitored to ensure they include non-sexist/non-racist images and language.
- **Multicultural Perspectives:** Through the multicultural aspects of topics in the curriculum, all children are shown examples of how men and women, with differing characteristics and diverse backgrounds, have helped to create our culture. They are also taught the importance of tolerance.
- **Positive Role Models:** Care is also taken to provide examples of positive role models in subjects across the curriculum. When visitors are invited into school to talk to the children, opportunities are sought to include non-stereotypical representatives (eg. female archaeologist, male nurse).

- **Avoiding Stereotypes** During named Weeks (Science, Art, History, and Geography) invitations are open to any family member so that children see adults associated with the full range of tasks, men and women tackling Science, Art, Geography etc. Similarly when children are involved in activities like cooking, staff are keen to include male as well as female helpers.
- **Anti-Discrimination:** The use of language that does not discriminate between people is promoted both formally and informally.
- **Basic Skills:** Basic skills are core to every pupil's development. These will be taught in a non-discriminatory style.

Staff

- All recruitment, selection, training and promotion of staff are based on criteria of merit. Thus, no person, seeking or in employment at school, will receive less favourable treatment on the grounds of gender, age, ethnic origin, religious belief or disability. (See Equal Opportunities - staff)

Monitoring

- The Headteacher will record, and report to the Chair of Governors any instances cited by individuals who felt they had been denied equality of opportunity on whatever grounds. The action taken and all outcomes will also be outlined.
- The training offered to staff and Governors will be reviewed annually to ensure equal opportunities.
- When considering job descriptions and the phrasing of job adverts, the Headteacher and Governors will ensure that the details are 'fair' and unbiased; they will take advice from the Local Authority, whenever appropriate.

Policy Review

- This Policy will be reviewed bi-annually by the Headteacher in consultation with staff and Governors.