

HOTSPUR PRIMARY SCHOOL
EQUAL OPPORTUNITIES POLICY DOCUMENT



Rationale

Discrimination against any individual on the basis of colour, culture, origin, sex or ability is unacceptable in this school.

Our aim is that all children and adults should be given equal attention, equal status and consistent treatment.

The primary objective of this school will, therefore, be to educate, develop and prepare all our pupils for life in a complex society.

An equal opportunities philosophy will be practised by all staff.

This school is committed to emphasising the common elements and values of our multiple culture rather than highlighting conflicting areas.

Purpose

To enable all children to participate fully in the life of the school and have equal access to all areas of the curriculum.

To foster the talents of all children of all ages and stages of development.

To develop in children respect for themselves and others.

To discourage stereotyping of groups and individuals.

Guidelines

Develop a high quality resource bank of both materials and personnel that provide positive examples of good practice.

Plan within the curriculum to develop equal opportunities within themes.

Work closely with parents and carers to seek and eliminate discrimination.

All forms of discrimination in the school are to be treated seriously.

To encourage children to acknowledge, value and respect similarities and differences both in and out of school.

The school values diversity amongst the staff and in all staff appointments the best candidate will be appointed based on strict professional criteria.

Conclusion

Equal opportunities is both inherent within the ethos of the school (as stated in the school brochure) and a continuous and active process needing constant reinforcement by all concerned.

This policy has evolved through a process of staff consultation. It will be reviewed annually or following any developments in the National Curriculum requirements.

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Procedure for dealing with racist , homophobic and bullying incidents

This procedure is intended for the following people:-

All staff and adults that come into school

Statement of Intent

1. All reports of racist, homophobic or bullying or behaviour must be taken seriously.
2. All racist, homophobic or bullying incidents must be dealt with firmly and instantly by the person to whom it is reported.
3. It should be made clear to the pupils concerned that the school does not tolerate racist, homophobic or bullying behaviour and that the school believes it to be wrong.

Strategy for reporting racial or bullying incidents

1. The headteacher must always be informed of racist, homophobic or bullying behaviour. The LA ARCH system will be used to record all incidents.
2. The victim must be well supported as a priority over dealing with the perpetrator
3. Individual incidents will be responded to as appropriate with consultation between staff, children and parents or carers.
4. All incidents are reported on a termly basis to the Governing Body.

Conclusion

Children need to feel safe in all areas of the school buildings, yard and field. They need to feel confident that their report of racist or bullying incidents will be taken seriously and sensitively dealt with.

Miles Wallis-Clarke
Headteacher
September 2010