



BROADWAY EAST FIRST SCHOOL

EQUAL OPPORTUNITIES POLICY STATEMENT

Rationale:

We are committed to the view that all children are of equal value and have equal rights to education whatever their race, gender, class, religion, age or ability. We support Newcastle upon Tyne's Equal Opportunities Statement and recognise our obligations to provide a service within which all children can receive maximum benefit from their education.

Purposes:

1. To ensure equality of access to a broad, balanced and differentiated curriculum.
2. To find ways to prepare all children for life in a multi-racial and culturally diverse society.
3. To enable our children to appreciate and enjoy the similarities and differences between world peoples and to learn from them.
4. To reflect the cultural diversity of the school and the wider community in our curriculum.
5. To make sure that our school is a place of friendship and safety for all children.

Guidelines:

We offer all pupils equal opportunities to participate in all areas of the curriculum and other aspects of school life.

1. We take positive steps to avoid gender or race stereotyping.
2. We seek to ensure that our expectations of the children are not biased.
3. All staff provide positive role models for the children.
4. Drama, role-play and books read to the children are sometimes used explicitly to promote respect and tolerance between girls and boys and between people from different cultural backgrounds.
5. In all areas of the curriculum we take care to use resources from a culturally varied range. (Literature, music, art, etc.)

6. Care is taken to ensure that topics of study should have equal appeal to both boys and girls and all other groups of pupils.
7. New books and materials bought for the school are examined to make sure that gender or race stereotyping does not exist. Resources include dual-language books.
8. The school's resources and displays reflect and promote our equal opportunities work in the school.
9. Our verbal and written communication to parents does not assume specific roles for mother or father.
10. Careful thought is given to words or phrases which are limiting or demeaning.
11. Children have equal access to teacher time and resources irrespective of ability, gender or race.
12. We record and report all racist incidents to the LA in line with the most up to date guidance, as well as reporting to parents any behaviour which demonstrates unawareness of equal opportunity.

Conclusion:

The school operates a policy of 'equal value' regardless of position, ability, faith, race or gender.

It is the duty of all staff to prepare pupils for the pluralist society in which we are now living and to emphasise that equality of opportunity is about individuals having the right to fulfil their own potential. This we seek to do through both explicit and implicit means.

Last reviewed November 2012