

EQUAL OPPORTUNITIES

This school prides itself in providing equal opportunities for all children regardless of gender, disability, religion, culture, ethnic origin or class.

Staff and children are expected to treat each other with respect as individuals and will not tolerate racist or sexist remarks, and will attempt to dispel the development of stereotype images of people with disabilities, or of people from other ethnic groups, faiths and cultures.

Incidents of racist remarks and other forms of intolerance contrary to the above statement will be dealt with immediately and severely.

EQUAL OPPORTUNITIES POLICY

Aims

- To give every member of the community a sense of worth and personal esteem.
- To enable individuals to develop and grow to their full potential.
- To recognise that all have both abilities and needs.
- To avoid stereotyping.
- To avoid attaching negative language to any group.
- To encourage mutual respect.
- To celebrate differences between people of different backgrounds whilst acknowledging that people have much in common.
- To provide positive role models for pupils of all backgrounds.
- To value the role of parents and the wider community in the school.

In the furtherance of these aims, the school will strive to pursue these guidelines in the various facets of its life.

The School as a Multi-Faith Community

Whilst the school is predominantly Christian, it will welcome the insights of other world faiths. Worship will take account of the festivals and prayers of other faiths. Religious education and PSHE will promote an understanding of and a respect for the major world faiths. There will be sensitivity to religions and cultural customs in all areas of school life, including diet and uniform.

The School's Atmosphere and Environment

The school will provide a welcoming atmosphere and an environment which is safe for all its members. Relationships within the school will be governed by mutual respect between all its members and behaviour shall include the common courtesies. Displays in the school will reflect the diversity of its intake and the achievements of all levels of ability. Anti-social behaviour will be dealt with in a way which ensures just and fair treatment for all pupils. The school will be kept free of graffiti, in general, and offensive graffiti will be dealt with as a priority.

The School's Teaching Resources

The school will seek to understand the nature of bias in teaching resources so as to

ensure the careful selection of textbooks and other materials to avoid stereotypes. The school will seek to use the diversity of its pupils, their parents and the communities from which they come as important resources.

The School's Curriculum Organisation

- Tutor groups will be mixed ability groups and aim to encompass the full range of cultural/faith backgrounds and communities from which pupils come.
- The school will strive to make the curriculum accessible to all regardless of ability, race, culture or physical disability.
- In subjects which set according to achievement, we will provide support to encourage the proportional representation of pupils by gender and race.
- The school will ensure that stereotyped images of subjects are avoided.

Language and Dialect in the School

- The school will encourage pupils to take a pride in their first language.
- The school will provide support for pupils whose first language is not English.
- Negative and abusive language shall not be used.
- Language should not reinforce prejudicial stereotypes.

Monitoring of the School's Equal Opportunities Policy

Our progress in achieving equal opportunity will be monitored through:

- progress reports and internal school examination results
- external examination results
- the composition of sets where setting arrangements are used in different subjects
- internal referrals for misbehaviour
- exclusions from the school
- parental support at meetings
- pupil destinations at 11+ and 13+

Allegations of racist behaviour, sexual harassment or other serious breaches of this policy will be investigated and recorded by The Second Master or the Pastoral Coordinator, who will at all times keep the Master apprised of such incidents.

Recommendations

It is an aim of Brandeston Hall to foster an atmosphere in which no person involved should be discriminated against or discriminate, on the grounds of gender, race or culture. Furthermore, positive images of other cultures should be, at all times, encouraged. An Equal Opportunities Statement is on view around the school in selected areas.

SP & SJT
September 2003

Reviewed by SJT
28th September 2005