

HEYBROOK PRIMARY SCHOOL

Equal Opportunities Policy



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Version	
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At Heybrook Primary School, we aim to provide equality of opportunity for all members of the school community whatever their age, attainment, gender, race, religion background or sexual orientation .

Aims

Our school aims to be an inclusive school, where equality of opportunity is a reality for all our children and all our staff

Implementation

Our school provides equality of opportunity to all groups:

- Male and female
- Children with addition educational needs
- Children with disabilities
- Gifted and talented children
- Children from different ethnics groups
- Children with little or no knowledge of English language or culture (new arrivals)
- Children from Lesbian, Gay or Bisexual families or of LGB orientation

Throughout School

- We promote fairness and justice for all
- We ensure that all pupils are treated with respect
- We do not discriminate against any child
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school
- We strive to remove any forms of discrimination, either direct or indirect that may form barriers to learning or to the development of any child or group of children.
- We challenge stereotyping and prejudice
- We celebrate diversity within our school community
- We ensure that parents with little or no English have access to bilingual support in order to play an active part in the school.

Teaching Staff ensure all children

- Feel secure and know that they, and their families are valued
- Appreciate and value the differences in others
- Are encouraged to participate in all aspects of school life

The Leadership Teams role

- Is to implement the school's equal opportunities policy
- Is to ensure that all staff are aware of the policy and apply it fairly in all situations
- Is to ensure that the principals of equal opportunities are promoted within the curriculum
- Is to treat all incidents that contravene this policy with due seriousness

The Governor's Role

- Is to demonstrate commitment to their endorsement of this statement
- Is to monitor the effectiveness of this policy and amend when required
- Is to take into serious consideration any complaints regarding equal opportunity issues from parents, staff and pupils

Race Equality Action Plan

Eliminate unlawful racial discrimination

Race Equality Priority	Key Actions	Target Date	Lead Person	Success Criteria / Expected Outcomes	Monitoring / review
Continue to develop staff profile	Ensure we continue to meet the needs of the pupils by providing good role models and mother tongue users	Ongoing	HT	Staff profile reflects languages spoken by the children	Yearly

Promote equality of opportunity

Race Equality Priority	Key Actions	Target Date	Lead Person	Success Criteria / Expected Outcomes	Monitoring / review
Continue to develop school tracking system	Standards raised through more focused use of data to include analysis of key groups across the school.	Ongoing Reviewed 1/2 termly	Head teacher DHT Team Leaders	Meaningful use of accurate data	1/2 termly
High expectations	Promoting an I CAN WE CAN attitude	Ongoing	SLT	All staff promoting an I CAN attitude at team meetings and in lessons	termly
Use and improvement of assessment	Review Assessment policy	September 2018	SLT	Clearer understanding of all assessment roles	termly

Disability Equality Action Plan

Promote equality of opportunity between disabled people and others

Disability Equality Priority	Key Actions	Target Date	Lead Person	Success Criteria / Expected Outcomes	Monitoring / review
Hearing impairment	Lowering of ceilings, use of carpeted areas	Ongoing	SENCO's	Hearing Impaired children make good progress on tracking	Termly
Asthma	Specific training for staff Close liaison with School Nurse	Ongoing	SENCO's School Community Worker	Children with asthma make good progress on tracking	Termly
Physical illness	Home visits in place when necessary Minimum of educational time lost	As necessary	School Community Worker	Children with physical illnesses make good progress on tracking	Termly
Autism	Ensure child has required support Staff receive required training.	Based on IEP review dates	SENCO's	Children with autism make good progress on tracking	Termly

Eliminate unlawful discrimination

Disability Equality Priority	Key Actions	Target Date	Lead Person	Success Criteria / Expected Outcomes	Monitoring / review
Ensure all groups succeed and are valued.	Monitor and evaluate data and policies	Ongoing	HT	All groups succeed and are valued	Termly
Ensure all groups succeed and are valued.	Curriculum designed to tackle discrimination and discuss disability.	Ongoing	Teachers	All groups succeed and are valued	Termly

Gender Equality Action Plan

Eliminate unlawful gender related discrimination & harassment

Gender Equality Priority	Key Actions	Target Date	Lead Person	Success Criteria / Expected Outcomes	Monitoring / review
Promote girls' confidence and self-worth.	Specific activities-dance groups, recorder groups, girls' football. Use of tracking to ensure girls' academic achievement.	Ongoing	All teachers	Girls more self confident	Termly
Encourage high educational aspirations in children and their parents.	Aiming high-promoting aspirations	Ongoing-esp Parents' Evenings	All staff	Children leave Heybrook with high aspirations.	Termly
Tackling underachievement as early as possible.	Robust, accurate tracking-personalised learning and action plans.	Ongoing	(All teachers) HT	Underachievement eliminated.	Termly
Provide good female and male role models.	Continue to recruit high quality staff.	Ongoing	HT	Children have a good understanding of the choices that they can make.	Termly
Support staff and adults who face forced marriages.	Update DHT and School Community Worker on issues related to domestic violence and forced marriage.	Ongoing	DHT	Adults in our school community feel supported and know where they can access help.	Termly

