

EQUAL OPPORTUNITIES POLICY

Rationale:

Equal opportunities is about enabling a person to fulfil their potential irrespective of their sex, ethnicity, level of ability or social circumstances. It is about pursuing and encouraging high self-esteem for all individuals and valuing them and their contributions to the school community.

Aims & Objectives:

- ♦ to deliver a broad and balanced curriculum with non-stereotypical images.
- ♦ to give where appropriate equivalent learning experiences to children of a similar development level.
- ♦ to give positive role models within the school and model positive behaviour in valuing others.
- ♦ to raise self-esteem, selecting materials which take into account achievements and perspectives of minority groups.

Organisation:

All staff should be alert to the far reaching effects of the adopting of stereotypical images - and should be vigilant in correcting any persons within school who may insensitively promote such images by careless words

- e.g. **NOT** - can I have some strong **boys** to move these stage blocks?
 BUT - can I have some strong **children** to move these stage blocks?

The children and staff will be encouraged at all opportunities to value the talents of each other and to celebrate these.

Monitoring & Evaluation:

This will be carried out by the SLT in consultation with other staff through:

- frequency and nature of complaints of inequality
- informal assessment of children's level of self-esteem
- staff observation of children's attitudes and behavior

Initial date of policy: December 1997
Policy last reviewed: July 2018

It is the intention to review this policy annually.