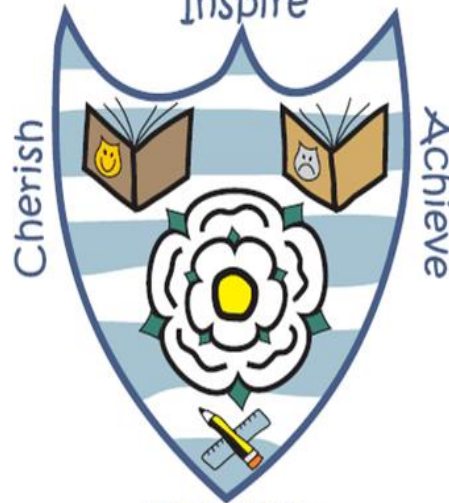


Birkwood Primary

Inspire



Cherish

Achieve

Together

School

# EQUAL OPPORTUNITIES POLICY

## **Incorporating:**

Disability Equality Scheme including Access Policy and Plan  
Gender Equality Scheme

Racial Equality Policy

**UPDATED MAY 2010**

## OVERVIEW

It is the policy of Birkwood Primary School to promote equity and diversity in all areas of our life and work. We will not tolerate discrimination on unlawful or unfair grounds. All will be treated equally and given equal access to the curriculum and life of the school. All will have equal opportunity to benefit from all that we offer. Our intention is to develop an ethos in which all will thrive. Diversity and differences will be valued and respected by all and they will contribute to the richness of our school life and learning. This is embodied in our school prayer:

*Thank you God our Father, for our school and all the people in it.  
Help us to make it a happy and safe place to be where people look after and respect each other at all times. Amen*

## OBJECTIVES

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. To ensure that teaching and learning promotes equity, celebrates diversity and promotes community cohesion.
3. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their gender, colour, race, age, ethnic or national origin, disability or religious beliefs.
4. To recognise, celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that those with management responsibility and individual staff accept responsibility for planning, organisation and delivery of appropriate educational material to ensure that this policy for equity and diversity is woven into all we do.
6. To ensure that learners and parents are fully involved in the provision made by the school.
7. To ensure that within the school budget appropriate funding is provided to underpin this policy.

## STRATEGIES

1. Monitoring, evaluation and review carried out by the Leadership Team and Governors will ensure that procedures and practices within the school reflect the objectives of this policy.
2. Parents will be involved and consulted about the provision being offered by the school.
3. Teachers will ensure that their planning, teaching and learning takes account of this policy and ensures that equity underpins all their work.
4. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a rich resource for teaching, learning and the curriculum.
5. INSET opportunities will be provided for staff, to raise awareness and provide practical examples of suitable curricular materials.
6. Opportunities to enhance the curriculum with outside speakers and visits in order to develop children's understanding of the global community will be sought.
7. Active contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
8. The positive achievements of all pupils will be celebrated and recognised.

## **OUTCOMES**

This policy will play an important part in the educational development of individual pupils. It will ensure that all pupils are treated as favourably as others and the school will make all the reasonable adjustments necessary to promote equity and community cohesion. Learners from all backgrounds will be treated as equal and valued members of the school community.

### **Disability Equality Scheme including Access Policy and Plan**

Birkwood Primary School will not treat disabled pupils less favourably and the school will make reasonable adjustments for disabled pupils. (See Access Plan)

#### **Definition of Disability**

A physical or mental impairment with an adverse effect on the person's ability to carry out day-to-day activities.

The school will promote disability equality by carrying out the general duties of:

- eliminating discrimination and harassment related to disability;
- promoting equality of opportunity between disabled people and other people;
- promoting positive attitudes towards disabled people;
- encouraging participation of disabled people;
- taking steps to take account of disabled peoples' disability.

At Birkwood School we are committed to ensuring equality of education and opportunity for disabled pupils, staff and all those receiving services from the school. We aim to develop a culture of inclusion and diversity in which people feel free to disclose their disability and to participate fully in school life. We will not discriminate in terms of admissions and exclusions, in fact in all aspects of school life. The achievement of disabled pupils will be monitored and we will use this data to raise standards and ensure inclusive teaching. We will make reasonable adjustments to ensure that the school environment is as accessible as possible. We will not tolerate harassment of disabled people with any form of impairment.

The school will involve disabled people in the development of a disability scheme which will be monitored and reported on.

#### **How disabled people will be involved in the scheme?**

Birkwood School recognises the importance of involving disabled people in the development of our Disability Equality Scheme. We will involve disabled people in the following ways in order to identify priorities and barriers:

- By organising meetings
- By actively engaging with pupils and parents/carers
- Through PSHE lessons and informal conversations
- Through formal and informal meetings with staff

When the views, barriers and priorities of disabled pupils, disabled staff, disabled parents/carers and other disabled members of the local community have been collected and identified, actions will be sanctioned as part of our Action Plan.

Information gathering will be an ongoing process through a range of sources in order to identify the actions we need to promote disability equality.

We recognise that our policies and practices may impact on disabled people particularly in terms of recruitment, development and retention of disabled employees as well as the educational opportunities available to them and the level of achievement. As part of the recruitment process we collect information on disability to add to our data base on existing staff. This is to identify needs and put in place any actions required.

Through information supplied by parents/carers and other external agencies we identify pupils with disabilities. The school is able to monitor the progress of these pupils through accurate tracking systems. The school is proactive in creating opportunities for pupils to feel comfortable in raising issues or difficulties they may have as a result of their disability.

As an integral part of the school procedures the school will collect information on:

- Enjoyment levels of different activities
- Levels of behaviour/anxiety
- Areas of the curriculum which present particular challenges
- Areas of the curriculum that have impeded access
- Aspirations
- Transition between schools
- Access to school trips
- Involvement in After School Clubs
- Exclusion figures
- Social interactions between disabled and non-disabled pupils

We will be proactive in making contact with parents so that they are able to share information about their own disabilities. This will help us communicate more effectively with them and allow us to support children in school who are acting as carers at home.

All information will be confidential and only shared on a need to know basis.

### **How we will assess the impact of our policies?**

Policies will be reviewed as part of an ongoing cycle by the Governing Body. The School Access Plan will be monitored by the Leadership team and revised every 3 years. The impact of actions will be reviewed as part of the monitoring and evaluation process in the Action Plan.

Our Disability Action Plan ensures that we fulfill our general and specific duties under the Disability Equality Duty. Our Accessibility Policy and Plan is incorporated into our Disability Equality Scheme. The priorities for the Action Plan are based on the collection of views as well as an audit of existing practice.

### **Reporting**

We will report annually to Governors and other stakeholders about the progress we are making on promoting equality of opportunity for disabled people as well as the impact of the actions. This will include information gathered through the year and how it has been used. We will ensure that disabled people are involved in the process.

### **Links to other policies**

Equal Opportunities Policy   Teaching and Learning Policy   Recruitment Policy

## **Gender Equality Scheme**

At Birkwood Primary School, we are committed to ensuring equality of education and opportunity for staff, pupils and all those receiving services from the school, irrespective of gender. The achievement of all pupils and students will be monitored on the basis of gender and we will use this data to raise standards and ensure inclusive teaching. We will aim to provide our pupils with a firm foundation which will enable them to fulfil their potential, regardless of gender or stereotypes. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as an employer under the legislation.

At Birkwood Primary School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

### **The school will promote gender equality by carrying out the general duties of:**

- Eliminating unlawful discrimination and harassment and taking active steps to comply with both the Sex Discrimination Act and the Equal Pay Act;
- Taking active steps to promote equality of opportunity between men and women when carrying out their functions and activities.

In addition to this, the school will not discriminate on the grounds of sexual orientation.

### **The school will carry out the specific duties of:**

- publishing a Gender Equality Scheme (GES) identifying Gender Equality goals and actions to meet those goals
- consulting with employees and stakeholders in the development of the GES
- monitoring and reviewing its progress and reviewing it every three years
- publishing an annual report on the progress of the Action Plan
- monitoring the implementation of all legislation and major policy developments related to gender equality and report on their impact

The Gender Equality Scheme will be in addition to the School Pay Policy that includes equal pay and measures to address promotion and personal development.

### **The Gender Equality Duty (GED)**

In carrying out the GED the school will assess the impact of all policy developments and practices to ensure that they do not discriminate against either sex or maintain or lead to gender inequality.

In complying with the Gender Equality Duty the school will monitor the following to ensure there is any adverse effect on children or staff:

- Achievement of pupils by gender
- Staff satisfaction levels by gender
- Distribution of staff pay scales

### **Involvement and consultation**

The school will consult with pupils, staff, trade unions and service users in the development of our Gender Equality Scheme by:

- organising meetings and focus groups, feedback slips, questionnaires, formal and informal discussions with pupils, parents/carers and staff. (See Appendix 1 for sample questions.)

### **How we will assess the impact of our scheme and Action Plan?**

The scheme will be reviewed as part of an ongoing cycle by the Governing Body. The Action Plan will be monitored by the Leadership team and revised every 3 years. The impact of actions will be reviewed as part of the monitoring and evaluation process in the Action Plan and corrective measures put in place, if required.

Our Gender Equality Action Plan ensures that we fulfill our general and specific duties under the Gender Equality Duty. The priorities for the Action Plan are based on the collection of views as well as an audit of existing practice.

### **Reporting**

We will report annually to Governors and other stakeholders about the progress we are making on promoting equality of opportunity, as well as the impact of the actions. (See Appendix 2 for a checklist for Governors). This will include information gathered through the year and how it has been used. We will ensure that all relevant stakeholders are involved in the process.

### **Links to other policies**

Equal Opportunities Policy  
Teaching and Learning Policy  
Recruitment Policy  
Pay Policy  
Behaviour Policy

## **Racial Equality Policy**

Although our community is largely monoculture, at Birkwood we take pride in our inclusive ethos, where discrimination is not an option.

***At Birkwood Primary School, the happiness and well being of our children is paramount and we hope to instil in them a life-long love of learning and respect for both themselves and others. (Vision Statement, September 2009)***

### **Racial Equality Statement**

Birkwood Primary is a school where our vision is embodied in our motto: *'Inspire, Cherish, Achieve together'* alongside a commitment to justice in order to educate our children and enable them to make their proper contribution to society.

### **Birkwood Primary School:**

- is opposed to all forms of racism which seek to disadvantage or discriminate persons on the grounds of colour, culture or ethnic origin;
- will continue to re-appraise and develop its organisation and curriculum in order to create an ethos that meets the needs of all its pupils;
- will endeavour to provide an environment where the pupils can achieve their full potential spiritually, morally, socially, intellectually, emotionally and physically;

- will not tolerate racist behaviour such as name calling, stereotyping of any ethnic group, insulting remarks, offensive graffiti, undue pressure on individuals and bullying;
- will not use literature that is racially bias and dependent upon stereotypes, nor will it allow the distribution of racist literature or pamphlets or permit the wearing of racially offensive symbols;
- will take immediate and positive action against any racist offences whoever may be the perpetrator. Those responsible will be made aware of the school's opposition to racism and reasons will be given. Sanctions will be applied as judged appropriate according to the circumstances and having in mind a positive outcome following guidance from the Local Authority.

In light of the above, Birkwood Primary School, is aware of the need to publicise its Racial Equality Policy and code of conduct. It will keep them under review and maintain a system of monitoring their effectiveness.

The Governing Body reviews this policy every 2 years. They Governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

This policy will be reviewed in May 2012.

Signed \_\_\_\_\_ Headteacher                      Date \_\_\_\_\_

Signed \_\_\_\_\_ Chair of Governors      Date \_\_\_\_\_