

Equal Opportunities

Date	Review Date	Coordinator	Nominated Governor
		Head	

We believe that all pupils and school personnel are entitled to equality of opportunity regardless of their age, gender, ethnic origin, physical disabilities, learning needs, sexual orientation, religious beliefs, or their marital status.

We want everyone to be able to take an active part within the school community where everyone feels valued, understands their rights and are respectful of the rights of others.

We will address and deal with all incidents of racism, sexism and bullying by applying our behaviour policy. But we must be alert to the signs of racial harassment and bullying and to act appropriately in order to maintain a school ethos that is based on respect and tolerance for one another.

Aims

- To promote equality of opportunity throughout the school for both pupils and adults regardless of age, gender, ethnicity, religious belief, ability, disability or social background.
- To work with other schools in order to share good practice in order to improve this policy.

Procedure

Role of the Governing Body

The Governing Body has:

- delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring policies are made available to parents;
- nominated a link governor to visit the school regularly, to liaise with the coordinator and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy

Role of the Headteacher

The Headteacher will:

- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- monitor the effectiveness of this policy;
- annually report to the Governing Body on the success and development of this policy

The Headteacher is responsible:

- for ensuring all school personnel, pupils and parents are aware of and comply with this policy;
- for ensuring equality of opportunity is represented in all curriculum subjects and areas of learning;
- for monitoring and reviewing:
 - the Accessibility Plan
 - the Admissions Policy
 - the Disability Equality Scheme
- for recording and dealing with incidents of racism, bullying and other inappropriate behaviour;
- for seeking advice from appropriate agencies in order to ensure that this policy is kept up to date;
- for regularly reporting to the Governing Body on the standards achieved by different groups within the school;
- recording, reporting and addressing all racial incidents;
- for monitoring the effectiveness of this policy;
- annually report to the Governing Body on the success and development of this policy

Role of the Nominated Governor

The Nominated Governor will:

- work closely with the Headteacher/ coordinator;
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the school is aware of this policy;
- report to the Governing Body every term;
- annually report to the Governing Body on the success and development of this policy

Role of School Personnel

School personnel must:

- abide by and adhere to this policy;
- report incidents of unequal treatment to the Senior Leadership Team;
- maintain an overall school ethos of respect and tolerance for one another;
- insist on good pupil conduct;
- act as role models;
- be alert to signs of racial harassment and bullying;

Westwood CP School

- carefully monitor all groups of pupils to ensure that they make progress and achieve their targets;
- provide a stimulating, relevant and exciting curriculum that will motivate and enthuse all students;
- ensure planning is differentiated in order to provide full access for all pupils;
- create a positive classroom ethos and is welcoming to both sexes;
- ensure pupils feel valued and have individual targets;
- open to the views of pupils;
- undertake appropriate training;

Role of Pupils

Pupils will:

- be aware of and comply with this policy;
- be encouraged to put forward their views on all aspects of school life via the school council, discussion groups, circle time etc

Role of the School Council

The School Council will be involved in:

- determining this policy with the Governing Body;
- discussing improvements to this policy during the school year;
- reviewing the effectiveness of this policy with the Governing Body

Role of Parents/Carers

Parents/carers will be aware of and comply with this policy.

Admissions & Exclusions

The Governing Body ensures that:

- the school admits pupils from all sections of the local community and with a broad range of individual needs;
- every effort is made not to exclude pupils permanently

Accessibility Plan

We have in place plans to make the school building more accessible to pupils, school personnel and visitors who are disabled.

Schemes

After consultation that took place across the school community we have produced and have in place:

Westwood CP School

- a Disability and Gender Equality Scheme
- a Racial Equality Scheme

Both schemes are reviewed annually by the Governing Body.

Recruitment Process

- We are an Equal Opportunities employer and we adhere to the principles of equal opportunity in all aspects of the recruitment process.
- We welcome applications for vacant posts from appropriately qualified persons regardless of gender, race, sexual orientation, religion or belief, disability or age.

Complaints

- The complaints procedures will be used to deal with any discriminatory complaint from any member of the school personnel.
- Any case of harassment will be dealt with by the school's disciplinary procedure.

Training

- We ensure all school personnel have equal chances of training, career development and promotion.
- Periodic training will be organised for all school personnel so that they are kept up to date with new information and guide lines concerning equal opportunities.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the School Prospectus
- the school website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as weekly newsletters and of end of half term newsletters
- reports such annual report to parents and Headteacher reports to the Governing Body
- information displays in the main school entrance

Monitoring the Effectiveness of the Policy

Annually (or when the need arises) the effectiveness of this policy will be reviewed by the coordinator, the Headteacher and the nominated governor and the necessary recommendations for improvement will be made to the Governors.