

St. Joseph's
PARK HILL SCHOOL



EQUAL OPPORTUNITIES POLICY

Mission Statement

We prepare our children for the challenges of the future in a nurturing and stimulating environment built on Catholic foundations

March 2022 MW

Our **Equal Opportunities Policy** is intended to ensure that this school promotes the individuality of **all** members of our school community: governors, staff, parents, pupils and visitors, and outlines our commitment to ensuring equality of opportunity to all.

PRINCIPLES

- We believe that every member of our school community is of equal value.
- We believe that every child has the right to equal access to and participation in all aspects of school life.
- We do not discriminate against anyone, be they staff, pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender, marriage or civil partnership, pregnancy and maternity, sexual orientation or background, gender reassignment.
- We endeavour to make our school a place where everyone, irrespective of their race, colour, ethnicity, national origin or disability feels welcome and valued.
- We will provide equal opportunities to enable all our children and staff to raise their self-esteem, expectations and performance.
- We promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.
- We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone.
- We challenge personal prejudice and stereotypical views whenever they occur.
- We value each staff member's, parent's and pupil's worth, celebrating the individuality and cultural diversity of our community and we show respect for all minority groups.
- We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.
- We encourage our pupils to become confident, competent, caring and self-aware individuals, able to take their place in our increasingly complex, multi-cultural society.

We make every effort to create an atmosphere of mutual respect and trust.

Any instances of harassment, name calling or other abuse will be quickly dealt with and followed up in accordance with the school's Behaviour and Anti-Bullying Policy.

CURRICULUM

We have high expectations of all of our children and are aware of their different needs and abilities. We are therefore able to provide clearly differentiated tasks where appropriate.

All pupils have access to a broad and balanced curriculum which avoids stereotypes and provides good role models for all pupils.

Equality of opportunity is taken into account when planning the curriculum.

We include a broad multi-cultural dimension across the curriculum.

Relevant issues around equal opportunities, eg. gender, stereotyping, racism, name calling etc are discussed in RE and PSHE lessons.

We provide additional support where necessary.

(Please refer to SEND Policy, Support Policy, Care Plans)

We promote non-stereotypical views of gender, home background and race.

We endeavour to reflect our multi-cultural community in displays and promote balanced images of all people and cultures.

PARENTS and COMMUNITY

We endeavour to make all parents and new families feel welcome.

Comprehensive information about pupils' ethnicity, first language, religion, physical needs, health issues, diet etc is included on our admission forms.

We encourage all parents (regardless of gender and background) to become involved in the school's PTA.

Meetings for parents are made accessible to all.

Parental involvement is monitored to ensure the participation of all groups.

Provision is made for holidays for religious observance.

STAFF

We ensure that the school's recruitment, selection and promotional procedures are based upon good equal opportunities practice and are in line with statutory duties.

The skills of all staff, including support and welfare staff are recognised and valued.

All staff are given status and are encouraged to share their knowledge.

The principles within the school's Equal Opportunity Policy are upheld by the staff and reflected in their behaviour and practice.

MONITORING and REVIEW

This Policy underpins all other policy documents and is subject to regular review, at least annually.

This policy has regard to the Equality Act 2010 and the Independent School Standards.

Member of staff responsible for Equal Opportunities is:

Maria Whitehead (Headteacher)

