

# Brandhall Primary School



## Equal Opportunities Policy

Last Reviewed: September 2020

Next Review: September 2021

# **BRANDHALL PRIMARY SCHOOL**

## **Equal Opportunities Policy**

### **Policy Statement**

We aim, within Brandhall Primary School, to provide equality of opportunity for all children whatever their age, ability, gender, race or background. We want all our pupils to achieve their full potential during their time with us. As such, we work to ensure that our expectations, attitudes and practices do not prevent any child from reaching their potential.

### **Aims**

- To develop the abilities and strengths of each pupil as an individual.
- To ensure that the child's development is celebrated through issues of gender, race, characteristic or difference.
- To ensure that stereotyping does not take place and that the individual's options are not closed due to expectations of conformity.
- To ensure that the curriculum and extra curriculum is accessible to all.
- To ensure that disciplinary procedures apply equally.
- To ensure that the school's budget is allocated so that resources are available to all and inclusion and access are discussed as Governor issues.

We recognise that a child's self perception can be influenced by his/her environment and so we aim to enhance our children's self-esteem and self-confidence by positively working to reduce any gender bias and promoting equality of opportunity.

At the same time we are aware that as children mature and their relationships with peers of both sexes develop, their perception of sex roles alters. We also recognise that such perceptions are influenced by other factors including home, peer group and the media.

Strategies are employed to ensure that the cross-curricular dimension of equal opportunity permeates all of the life and work of the school.

Children of both sexes have equal opportunity within and equal access to all areas of the whole school curriculum. This includes both the Programmes of Study and Attainment Targets for the National Curriculum subjects; other subject areas currently outside the National Curriculum and areas such as extra-curricular activities. Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.

- Efforts are made to recognise and be aware of the possibility of gender bias in both our teaching and learning materials and our teaching styles
- Materials are carefully selected for all areas of the curriculum so as to avoid sexual stereotypes and gender bias

- Teacher time, attention and all resources are given equally to boys and girls
- All children are encouraged to work and play freely with others of both sexes
- Opportunities are given for children to work with teaching and support staff of both sexes

Teaching and other groupings, such as dining table arrangements, assembly seating, classroom seating and playground areas are organised on the basis of criteria other than gender, for example, age, ability, friendship.

Equality between the sexes is recognised when giving / delegating responsibility and noting the achievements of both staff and children.

- Discipline procedures - notably rewards and sanctions - are the same for both sexes
- Our school uniform policy reflects equality of opportunity for all children
- Children and all staff are encouraged to value each other and build up and maintain co-operative working relationships both within school and in the community, such relationships being based on mutual respect for each other

Any differences involving gender, which arise inside or outside the classroom, are dealt with sensitively and are discussed with the children.

All teaching and support staff posts are not sex-specific. Both men and women are encouraged to work with all age groups and each Key Stage. All staff have equal access to in-service training and posts of responsibility.

All members of staff regularly review practices and approaches involving equal opportunity in terms of gender issues.