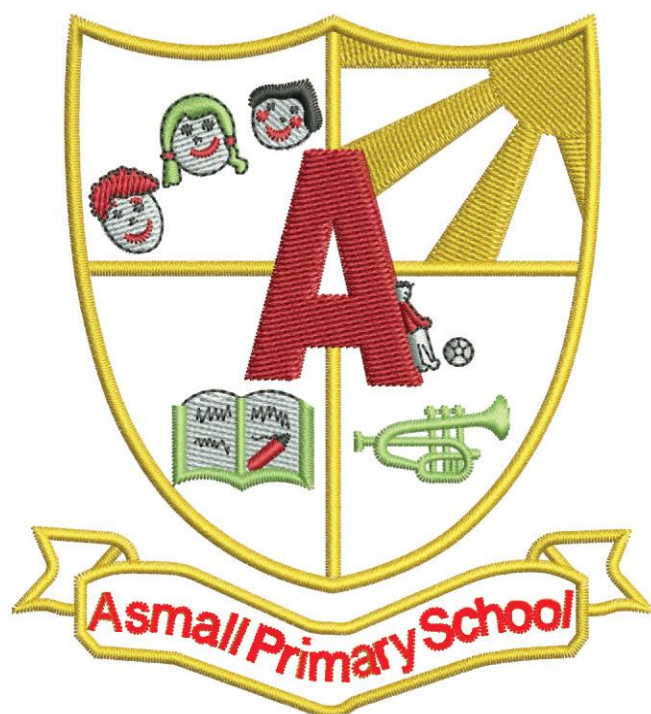


Asmall Primary School



EQUAL OPPORTUNITIES & RACE EQUALITY POLICY October 2025

ASMALL PRIMARY SCHOOL

EQUAL OPPORTUNITIES and RACE EQUALITY POLICY

Asmall Primary School is committed to promoting equal opportunities for all and is determined to ensure that the talents of all within the school community are utilised to the full.

This commitment is enshrined within the School Mission Statement:

‘Working happily together to ensure opportunity and achievement’

AIMS OF THE POLICY

- To equip pupils with an awareness of our diverse society and to appreciate the value of difference.
- To eradicate discrimination on the basis of race, culture, creed, sex and ability.
- To educate, develop and prepare all our pupils for life in a multicultural cohesive community.
- To ensure that staff and pupils contribute towards a happy and caring environment by showing respect and appreciation for one another.
- To eliminate racial discrimination and promote racial equality and good race relations in all that we do.

In order to fulfil these aims Asmall Primary School supports the following principles:

- Any form of discrimination will not be tolerated and all practices within the school will comply with current anti-discrimination and equal opportunity legislation.
- The school will actively seek to eradicate all discriminatory practices.
- The school will actively seek to promote equality in all areas of school life.
- All policies and practices within the school will be regularly reviewed and action taken to eliminate discriminatory practices, i.e. the audit of results in order to restore any imbalance such as the gender divide in academic achievement.
- The school will be pro-active in its commitment to diversity.
All our pupils deserve to be valued and respected. Our pupils are part of a multicultural society and as such will be taught to be aware of and respect those of other cultures. An awareness of diversity due to ability, both physical and academic will be encouraged. Success will be celebrated and recognition given to skills and achievements.
- The school will seek to eliminate stereotyping through the choice of activities and resources.
- The school will promote community involvement within the school, the local and the wider communities.
- The school will actively seek to eradicate bullying.
- The school will fulfil its commitment to race equality by valuing diversity and by actively promoting good inter-personal and community relationships.
- The school will fulfil its commitment to race equality by preparing pupils for life in a multicultural society.
- The school will fulfil its commitment to race equality by promoting an atmosphere of mutual respect and trust among all members of the school community.
- The school will fulfil its commitment to race equality by ensuring that all staff, pupils and parents are treated with respect and dignity.
- Development and training to be provided for all staff.

EQUAL OPPORTUNITIES AND WHOLE SCHOOL ISSUES

Schools are required to provide a broad and balanced curriculum which:

- Promotes the spiritual, moral, cultural, mental and physical development of pupils.
- Prepares pupils for the appropriate responsibilities and experiences of adult life.
- Develop a responsibility to promote community cohesion.

The outcome of 'Every Child Matters' aims for every child to:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution.
- Achieve economic well being.

Asmall Primary School fully endorses these statements, which are reflected in the ethos and aims of the community. We will ensure that all parts of the curriculum i.e. core, foundation and cross curriculum subjects are planned to reflect their inclusion. Extra curricular activities will also be planned with regard to inclusion for all.

Staff will be made aware of the ways in which issues such as ethnicity, bilingualism, gender, social circumstances and special needs affect learning. They will know how to plan work and organise and manage classes to take account of the different needs of pupils whilst maintaining consistently high expectations.

RACISM/RACIAL HARASSMENT

- The school will fulfil its commitment to race equality by dealing firmly, consistently and effectively with racist incidents, harassment and bullying.
- The school will ensure that all such incidents are recorded, investigated and reported to the local authority. Please refer to the 'Guidelines and Procedures for Dealing with and Reporting Racist Incidents in Schools'.

IMPLICATIONS FOR PLANNING

When planning schemes or weekly programmes, staff will take into account the following factors:

- Recognition that education is a preparation for future life and that stereotyping reduces opportunity and flexibility. Pupils must be prepared to operate fully as members of society.
- A recognition that education must operate within an international context. Programmes of study will therefore reflect other cultures and teach mutual respect for ethnic and cultural groups.
- A recognition that education must respond equally to the needs of all individuals and consequently make provision for their experience in terms of gender, race, social background or disability.

CURRICULAR ACCESS

The school will fulfil its commitment to race equality by:

- Ensuring that the curriculum incorporates the principles of Race Equality and promotes knowledge and understanding of, and positive attitudes towards diversity.
- Ensuring access to the curriculum for all pupils to meet their individual needs.
- Ensuring that teachers' planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes.
- Creating learning environments where all pupils can contribute fully and feel valued.

- Ensuring that resources in all areas of the curriculum promote and understanding of racial and cultural diversity.
- Exploiting opportunities to celebrate the richness and diversity of different cultures.
- Exploiting opportunities through assemblies to deal with issues of prejudice e.g. 'Kick Racism out of Football'.
- Exploiting opportunities through the teaching of PSHCE e.g. The use of visiting speakers, role – play exercises, the use of media and film.
- Purchasing and reviewing resources such as texts and IC software to ensure appropriateness in relation to inclusivity.
- Requiring all members of staff to challenge inappropriate racist or stereotype comments used both in lessons and in social environments. Examples should include the use of offensive works and stereotypical 'mimicking'.
- Examining the content of four curriculum to ensure that negative images are not portrayed and that exemplars of positive images are promoted wherever possible.
- Maintaining close links with the local authority advisor for Ethnic Minority Achievement for guidance on resources, developments and achievements.

STAFF DEVELOPMENT

Staff expectations have a profound effect on student learning. The process of working towards equality in school includes consideration by teaching and support staff of their own attitudes, behaviour and language. Anti discrimination and equal opportunity issues will be a regular feature of staff meetings. All schemes and policies will adhere to the principles of this Equal Opportunities document.

Staff will be expected to provide consistently good examples of conduct and attitude and to be positive role models for their pupils. Where appropriate, In Service training will be provided.

THE SCHOOL COMMUNITY

Equal opportunities apply not only to the curriculum but also to the school as a community, including styles of organisation, values and assumptions, which underlie it. Pupils learn about their role in the community through school routines, such as, expected conduct in assembly and other public events, the arrangement of pupils in groups and lists and the expectations for uniform. Pupils perceive these expectations through the way in which they are interacted with and interact together. All procedures will be vetted to present a positive image, which places no group above another.

The rewards and sanctions system as set out in the Behaviour Management Policy will be equally applied to all pupils.

Non-discriminatory language will be used at all times, sexist or racist insults will not be tolerated and any instances will be dealt with immediately. Racist incidents will be reported to the Governors and the Directorate for Children and Young People annually.

The Headteacher and senior management team will undertake regular monitoring. All incidents of discrimination will be recorded in the Incident Book.

RECRUITMENT AND SELECTION PROCEDURES

All recruitment and selection procedures will conform to National legislation and the Directorate for Children and Young People guidelines. In this way the Governors will ensure that the talents and resources of employees are utilised to the full and no job application or employee receives less favourable treatment on

the grounds of gender, disability, marital status, creed, social class, colour, race or age. Equal opportunity monitoring of all job applications will be conducted within LCC Safer Recruitment guidelines and reported accordingly.

Asmall Primary School is proud of its tradition of equal opportunity for all. Every effort is made to ensure equality within the school community. It is the duty of every member of the community, teachers, support staff, parents, pupils and Governors, to uphold these traditions and further enhance the ethos of the school.