



M25 Equal Opportunities Policy

Approved by: Governing Board

Date: 09/04/19

Last reviewed on: 01/04/19 M Sheppard

Next review due by: 01/04/22

1. ETHOS

Equality of opportunity is one of a broad set of common values and purposes which underpin our school and its curriculum. This is reflected in Ash Green's open culture that counters any form of direct or indirect discriminatory or prejudiced behaviour which is not tolerated.

The school's curriculum therefore provides pupils with the knowledge, skills and understanding to play an effective role in society. It helps them to become informed, thoughtful and responsible citizens. It promotes their spiritual, moral, social and cultural development, making them more self-confident and responsible both in and beyond the classroom. It encourages pupils to play a helpful part in the life of their schools, neighbourhoods, communities, and the wider world to ensure community cohesion. It also encourages respect for different national, religious and ethnic identities, and develops pupils' ability to reflect on issues and take part in discussions.

Consequently, outcomes for each group of pupils (boys, girls, disadvantaged, SEND and different ethnic groups) should be broadly in line. Where this is not the case, specific actions to narrow any gaps are implemented and the impact regularly and rigorously evaluated.

2. AIMS

We aim to provide equal opportunities for all pupils, staff, parents and governors:

- To remove discrimination in all areas of gender, age, sexual orientation, race, religion, political belief or disabilities
- To adopt measures to counteract previous disadvantages found by minorities in school and employment
- To challenge prejudiced and discriminating statements as they occur and offer alternative information
- To ensure a free choice of meals to all children i.e. there is a non-meat choice for everyone
- To reflect the beliefs of all our children at assembly times
- To invite members of the community who represent other cultures into our school
- To aim to ensure equality, not discrimination
- To ensure pupil outcomes for all pupil groups are broadly similar across cohorts and classes within each cohort

3. POLICY

Teaching approaches that provide equality of opportunities include:

- Ensuring that pupils in all groups are able to participate in the same curriculum, particularly in science, computing, design and physical education
- Taking account of the interest and concerns of pupils in all groups by using a range of activities and contexts for work and allowing a variety of interpretations and outcomes particularly in English, science, computing, art and design, music and physical education
- Avoiding gender stereotyping when organising pupils into groups, assigning them to activities or arranging access to equipment, particularly in science, computing, design, music and physical education
- Taking account of pupils' specific religious or cultural beliefs relating to the representation of ideas or experiences
- Enabling the fullest possible participation of pupils with disabilities or particular medical needs in all subjects, offering positive role models and making provision, where necessary, to facilitate access to activities with appropriate support, aids or adaptations.

- Compliance with the Disability Discrimination Act.
- A range of interventions to ensure that pupil outcomes for all pupil groups are broadly similar across cohorts and classes within each cohort

These approaches are reflected in long term planning (see schemes of work), medium and short term planning (see policy M18) and assessment (see policy C17) in each and every curriculum policy and scheme of work.

Any incidents of discrimination or abuse will be dealt with in line with the following policies:

- M12 Positive Behaviour
- M13 Anti-Bullying
- M21 Inclusion Policy
- M26 Policy for Dealing with Racial Harassment
- M27 Race Equality Policy
- C15 Personal, Social Health and Citizenship Education
- C25 Equality and Cohesion Scheme

These detail procedures and arrangements for monitoring and evaluation.