



**HOLTON LE CLAY SCHOOLS FEDERATION**  
Executive Headteacher: Mrs D Hunt

**HOLTON-LE-CLAY INFANT SCHOOL**  
Church Lane, Holton-le-Clay, Grimsby, N.E.Lincs. DN365AQ.  
Telephone: 01472 822065 Fax: 01472 822065  
e-mail: [enquiries@holton-le-clay-infant.lincs.sch.uk](mailto:enquiries@holton-le-clay-infant.lincs.sch.uk)  
website: [www.holtonleclayschools.co.uk](http://www.holtonleclayschools.co.uk)

**HOLTON-LE-CLAY JUNIOR SCHOOL,**  
Picksley Crescent,  
Holton-le-Clay, Grimsby, NE Lincs. DN36 5DR.  
Telephone: 01472 826432  
e-mail: [enquiries@holton-le-clay-junior.lincs.sch.uk](mailto:enquiries@holton-le-clay-junior.lincs.sch.uk)  
website: [www.holtonleclayschools.co.uk](http://www.holtonleclayschools.co.uk)

## **FEDERATION OF HOLTON-LE-CLAY SCHOOLS**

### **EQUAL OPPORTUNITIES POLICY**

#### **Principles**

Discrimination on the basis of ability, disability, colour, age, culture, origin, gender, sexual orientation or religion is unacceptable.

Everyone in the school will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for, and an appreciation of, each other as individuals.

The school acknowledges the complexity of British society and recognises it would be failing the pupils if it did not prepare them for their integral part in our society.

The school is committed to emphasising the common elements and values of our multiple cultures rather than highlighting conflicting areas. The primary objective of the school is therefore to educate, develop and prepare all our pupils, whatever their ability, colour, culture, origin, sex or religion for a full, happy and productive life in society.

#### **Aims**

To equip pupils with an awareness of an increasingly diverse society and to present the world as it is and how we would like it to be. On these foundations children will have the opportunity to develop positive attitudes to the pluralistic society in which they live.

#### **Practice**

**Admission** - The school's Admission Policy does not permit sex, race, colour or disability to be used as a criteria for admission.

**Discrimination** - All forms of discrimination by any person within school are to be treated seriously. It should always be made clear to offending individuals that such behaviour is unacceptable. Parents should be made aware of the school's commitment to equal opportunities.

#### **Staff**

The school values diversity amongst the staff. In all staff appointments, the best candidate will be appointed, based upon strict professional criteria.

#### **Staff (Continued)**

All staff should be aware of possible cultural assumptions and bias within their own attitudes. In order to understand the background and experience of minority group pupils and to raise expectations of their potential, staff need to be aware of the historical and contemporary processes which have caused, and may continue to sustain discrimination. Close liaison with the families in the school is beneficial to all concerned.

### **Curriculum**

All pupils must have access to the full school curriculum. The curriculum must be balanced, objective and sensitive.

### **Language**

The school views linguistic diversity in a positive light and staff should be aware of the language and dialect spoken by pupils and their families. Staff must be conscious of any discriminatory connotations in their own use of language.

### **Resources**

Resources used in all curriculum areas should contain positive images of all groups and not contain material which may be discriminatory or lead to stereotyping. Variety should be evident in the morals, stories and information offered to children. Pupils should have access to accurate information about similarities and differences between cultural groups.

***Mrs D Hunt***

Executive Headteacher,