



	Name of School	Engayne Primary School
	Policy review Date	May 2015
	Date of next Review	May 2018

Engayne Primary School Equal Opportunity Policy

Discrimination (either directly or indirectly) on the basis of colour, culture, origin, gender or ability is unacceptable in the school.

AIMS

1. The school aims to educate, develop and prepare all our pupils, whatever their gender, colour, culture, origin or ability for life.
2. Staff and pupils should endeavour to contribute to a happy and caring environment by showing respect for, and appreciation of, each other as individuals.
3. The school aims to develop a growing awareness in the children of our culturally diverse society.

PRACTICE

1. Admissions
The school follows the LA Admissions Policy which does not permit gender, race, colour or disability to be used as criteria for admission.
2. Registration
Pupils' names should be accurately recorded and correctly pronounced.
3. Discrimination
All forms of discrimination by any person within the school are to be treated seriously. It should always be made clear to offending individuals that such behaviour is unacceptable.
 - (a) Pupils
Incidents involving discrimination by pupils should be referred to the appropriate senior member of staff and consideration given to involving the parents. Racist symbols, badges and insignia are to be forbidden.

- (b) **Staff**
In all staff matters the aim is to ensure that the recruitment, selection, training and promotion of staff are based solely on the criteria of merit and ability, and that no job applicant or employee will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, age or disability.
- (c) **Parents**
Parents should be made aware of the school's commitment to equal opportunities through the policy as published in the prospectus.
- 4. **Curriculum**
All pupils must have access to the school's curriculum. Staff should be aware that their own assumptions and expectations can affect the achievement, behaviour and status of each pupil. The curriculum must be balanced, objective and sensitive.
- 5. **Language**
It is an expectation that all adults and pupils in the school will show respect for diverse dialects and language.
 - (a) Pupils- Use of abusive language (whatever the connotation) is unacceptable and pupils using such language should be corrected.
 - (b) Adults - Adults in school should be aware of racist or sexist connotations in the language they use.
- 6. **Resources**
The school aims to provide resources for all pupils according to their needs, irrespective of gender, ability or ethnic origin. The resources should be free of discriminatory connotations.