



# **Moorlands Primary School**

*High Expectations, High Achievements, Challenge and Enjoyment for All*

## *Equal Opportunities and Anti-Prejudicial Discrimination Policy Statement and Guidelines*

<i>Name of Policy Writer/Amendments</i>	<i>Date Written/Amended</i>	<i>Next Review Date</i>	<i>Approved by Governors</i>
<i>Becky Freeman</i>	<i>November 2016</i>	<i>November 2017</i>	<i>November 2016</i>
<i>Hannah Woodhouse</i>	<i>November 2017</i>	<i>November 2018</i>	<i>November 2017</i>
<i>Becky Freeman</i>	<i>November 2018</i>	<i>November 2019</i>	<i>Nov 2018</i>
<i>Becky Freeman</i>	<i>November 2020</i>	<i>2022</i>	<i>November 2020</i>

## **Basic Principles**

Moorlands Primary School believe that all our pupils deserve an equal opportunity to receive the best education it is possible to give them.

Our pupils need to develop their full potential, in all aspects of their lives; physically, emotionally, and intellectually. This development should occur without bias or prejudice on the grounds of gender, sexuality, educational needs, or ability, disability, ethnic background, social background or political status.

## **The purposes of this policy**

- To enable every pupil to develop all their skills
- To remove the pressures associated with stereotyping.
- To ensure equity of provision
- To ensure every pupil has access to a curriculum appropriate to their needs.

## **Guidelines**

1. None of the above categories will be used to distinguish between groups of pupils e.g. registers, exam entries, rewards and sanctions, educational opportunities.
2. Subjects or activities will not be reserved for any one gender or ability group.
3. Pupils will be taught to recognise the individual's right to equal opportunities.
4. Pupils will be encouraged and guided to appreciate the richness of cultural diversity and share with each other their own heritage and culture.
5. All aspects of this policy will be considered before resources such as books, videos etc. are selected for use in lessons.
6. Pastoral support will be given.

## **Procedure for dealing with prejudicial discrimination**

Offenders will be made aware initially of the unacceptability of their actions by their teacher.

- identify and interpret the difficulty
- acknowledge that an offensive remark or act has been witnessed
- punish and discuss issues with the offender, as appropriate
- discuss issues with and comfort the pupil discriminated against

- *Make a written record of what has taken place and the action taken. (record on Cpoms)*

*It is hoped that this will be sufficient to deal with most cases.*

*If the matter appears more serious or is a repetition of previously noted behaviour, procedures will be followed according to the Behaviour Policy or, if appropriate, the anti-bullying policy. Please refer to the policies on Behaviour and Anti Bullying for actions to be taken.*

*This document is freely available to the entire school community.*

## **Equality Objectives**

### **Objective 1: Equity and excellence:**

*The school will:*

- (a) Monitor and evaluate attainment and progress of all pupils with specific reference to groups with different characteristics. These will include ethnicity, gender, first language, special educational needs, FSM eligibility / Pupil Premium. Over the period of 2017-2021, we are working towards identifying, supporting and tracking children with Mental Health needs.*
- (b) Continue to innovate and evaluate strategies to enhance the learning of pupils who meet the criteria for Pupil Premium to remove any potential barriers to participation or success related to disadvantage.*

### **Objective 2: Participation and engagement:**

*The school will:*

- (a) Monitor participation in extracurricular activities*
- (b) Consider ways to increase participation if any group is underrepresented as identified by monitoring.*
- (c) Monitor attendance patterns and report to governors.*

### **Objective 3: Policies:**

*The school will:*

- (a) Conduct equality impact assessments for any new or substantially amended policies.*

### **Objective 4: Personnel:**

*The school will:*

- (a) Ensure all vacancies are filled using the principles of equal opportunities and safer recruitment, including at least one member of each panel with relevant training.*
- (b) Monitor applications and appointments and produce an annual summary for governors.*