

# Our Lady of Peace Catholic Primary and Nursery School

*'With Christ in our hearts, together we grow'*



## Equal Opportunities Policy

By order of the Governing Body of Our Lady of Peace Primary School and Nursery

**IMPLEMENTED: APRIL 2016**

**Reviewed: April 2017**  
**Ratified at FGB Meeting 6<sup>th</sup> July 2017**

**Next Review: APRIL 2018**

## Equal Opportunities Policy

### INTRODUCTION

This Policy is written in light of our mission statement, in that it values and respects pupils and staff of Our Lady of Peace Catholic Primary and Nursery School.

### RACIAL EQUALITY STATEMENT OF VALUES FOR OUR SCHOOL

Christ is the foundation of everything we do and the gospels provide us with our influence and inspiration. We are therefore committed to promoting:

- **The uniqueness of the individual** – We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.
- **The search for excellence** – We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community which flows from diversity of age, gender racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are given every opportunity to develop their talents to the full.
- **The education of the whole person** – We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim to prepare young people for a life working with others in communities which maybe diverse socially, culturally and religiously. We recognize that it is also important to help pupils to value their own ethnic identity and cultural heritage as well as helping them to value that of others, irrespective of whether the school serves or is located in an ethnically diverse community.
- **The education of all** – We have the duty to care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.
- **Moral principles** – Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

### CONSEQUENTLY WE WILL STRIVE TO ENSURE THAT

- Any person recruited to the service of our school, whether as a member of staff or a volunteer, is made fully aware of our aims and objectives and required to support them.
- Children who are admitted to our school and their families are fully aware of our aims and objectives and undertake to support them.
- All of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

Finally, we acknowledge that minority groups have often suffered disadvantage due to prejudice or ignorance. We recognize that it is all too easy for the structures of institutions to result in 'inequality by default'. We therefore commit ourselves to take positive steps to examine our policies and practice and to change them where necessary.

### **RACE EQUALITY**

- It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent repetition of the incident.
- We endeavour to make our school welcoming to all minority groups. So, for example, we will immediately remove any offensive graffiti that we may find in school. We promise an understanding of different cultures through the topics studied by the children, and we will reflect this in displays of work shown around school.
- Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.
- Should anyone at our school be the victim of racism, we will do all we can to support that person in overcoming any difficulties they may have. Any known racist incident will be recorded and forwarded to the LEA on a termly basis.

### **THE ROLE OF GOVERNORS**

- The governing body has set out its commitment to equal opportunities in this Policy statement and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
- The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities. There are toilet facilities and ramps for access. Classes are arranged so that any child or member of staff with physical disabilities can access their classroom and other areas of the school.
- In accordance with our Admissions Policy, the governors welcome all applications to join our school, whatever background or disability a child may have.
- The governing body aims to ensure that no child is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum and regulations regarding school uniform will be applied equally to boys and girls. The school will deal sensitively and with respect to individual children's cultural traditions.

### **THE ROLE OF THE HEAD TEACHER**

- The head teacher is responsible for implementing the school's equal opportunities and race equality policy and she is supported by the governing body in so doing.
- It is the head teacher's role to ensure that all members of the school community are aware of the policy and that they have access to it.

- It is the role of the head teacher to produce regular information for staff and governors about the policy and how it is working and providing necessary training.
- The head teacher ensures that all appointments panels give due regard to the policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- The head teacher promotes the principle of equal opportunity when developing the curriculum and promotes respect for other people in all aspects of school life, for example, in assembly, where respect for other people is a regular theme and in displays around school.
- The head teacher treats all incidents of unfair treatment or discrimination including any racist incidents with due seriousness.

### **THE ROLE OF ALL STAFF**

- Staff ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- Staff ensure that they pay due regard to the sensitivities of all members of the class and not provide material that is racist or sexist in nature. Staff will strive to provide a variety of resources in order to provide images of all ethnic groups and which challenge stereotypical images of minority groups.
- The policy will be used as a guide when planning.
- All staff challenge any incidents of prejudice or racism. All incidents are reported.
- All staff will keep up to date with the law on discrimination and receive training if necessary.

### **THE ROLE OF VISITORS AND CONTRACTORS**

- Visitors and contractors are responsible for knowing and following our equality policy.

### **MONITORING AND REVIEW**

It is the responsibility of our governing body to monitor the effectiveness of the equal opportunity policy. The governing body does this by:

- Monitoring the staff appointment process, so that no-one applying for a post at our school is discriminated against.
- Requiring the head teacher to report to governors on an annual basis, the effectiveness of the policy.
- Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils.
- Monitoring the school behaviour and exclusion policy, so that those pupils from minority groups are not unfairly treated.

This policy is supported by other policies including: Equality, Disability & Accessibility Plan, Behaviour, Teaching and Learning, Health & Safety, Admissions, Inclusion, School Trips, Clubs.

Reviewed: April 2017.



Equality Action  
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