



# Princes Primary School

## EQUAL OPPORTUNITIES & ANTI-RACISM POLICY

June 2022

### **Introduction**

All schools must ensure that equality principles are clearly and consistently reflected in the organisation and content of the curriculum and that all pupils, whatever their gender, abilities, ethnic origin or social background, have equal access to a broad and balanced, rich curriculum, and have an equal opportunity to achieve high standards.

Princes Primary School is committed to the provision of equal opportunities and to providing the conditions in which any child, regardless of gender, race or ability can achieve full potential and a sense of self-esteem. It is also committed to fostering a belief in equality of opportunity and an appreciation of the achievements of all.

### **Aims and Objectives**

Our aim is to provide equal opportunities for all pupils, including those with an autistic spectrum disorder, sensory, and additional physical needs, in order to access a broad and balanced curriculum. This should include differentiation in planning, delivery, assessment and recording, to take account of the particular needs, and learning styles of these pupils. For pupils with ASD, this has implications for their needs, regarding the Triad of Impairment

- We do not discriminate against any individual or group of people, staff or pupils, on the grounds of gender, ethnic, cultural, linguistic or religious background/origins, disability or sexual orientation. No child or adult will suffer discrimination as a result of their social class or political belief. Any child who is a member of a 'non traditional family' will not experience discrimination as a result of the family's status. This is in line with the Race Relations Act, 1976, and the Race Relations Amendment Act, 2000. Princes Primary School is also aware of the Sex Discrimination Act, 1975, and the Disability Discrimination Act, 1995. These acts make it unlawful to discriminate, directly, or indirectly, on the grounds of race, gender or disability. The prohibition of discrimination is fully supported within the contents of the Human Rights Act 1998.
- We promote the principles of fairness and justice for all, through the education that we provide in our school.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We ensure that we provide a safe, caring and disciplined environment

- We ensure that all pupils, staff and visitors are treated with respect and consideration.
- We ensure that all pupils have the opportunity to achieve their full potential and that the talent and resources of the staff are utilized to the full in achieving this objective.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We ensure that children are not segregated on the grounds of convenience, e.g. separate lines or register lists.
- We ensure that practical roles within the school will be equally allocated to girls and boys, regardless of gender roles.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- We ensure pupils develop an understanding of race and religion and respect the rights, customs and beliefs of others.
- We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.
- We ensure that name calling, unwelcome jokes, play fighting, bullying or teasing about gender, race, disability, background, age, religion and sexual orientation roles will not be tolerated.
- We ensure that whenever it is known that English is not the means of communication at home, every effort will be made to either translate letters into the home language, or to use an interpreter to make contact with parents and to offer their services at Annual Reviews.
- We encourage parents to contact the school by telephone, letter, home school link book, or personal visit whenever they feel the necessity to discuss their child.
- We do not tolerate bullying – this is defined as persistent actions, criticism or personal abuse, in public or private, that humiliates, intimidates, undermines or demeans the victim. It is the duty of the school to deal with bullying in a sympathetic and appropriate manner.

In service and staff development programmes are seen as a basic tool in achieving equal opportunities. Training can offer greater efficiency and develop potential. At Princes Primary School every effort is made available to ensure training opportunities are made available to both teaching and support staff.

#### **Anti-Racism.**

- We believe that it is the right of all pupils to receive the best education the school can provide, with access to all educational activities organized 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 any repetition of the incident
- We endeavour to make our school welcoming to all minority groups.
- We ensure the establishment of links between schools and members of the community, and local organizations, and try to reflect the diversity of cultures and religions existing in our city-including theatre, dance, music and art groups, and various religious festivals.
- We try to promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- We try to ensure that our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.
- Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming and difficulties they may have.

### **The Role of the Governors.**

- The Governing body has set out it's 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 all 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.
- The Governing body will, in its annual report, make reference to arrangements for disabled pupils.
- The Governing body ensures that no child is discriminated against whilst in our school, on account of their sex, religion or race; e.g. all children have access to the full range of the curriculum, and any regulations regarding school uniform will be applied equally to boys and girls.

### **The Role of the Headteacher.**

- It is the role of the Headteacher to implement the school's Equal Opportunities and Anti-Racist Policy, and she is supported by the Governing body in doing this.
- It is the role of the Headteacher to ensure that all staff are aware of the school policy on equal opportunities and anti-racism, that teachers apply these guidelines fairly in all situations.
- It is the responsibility of the Headteacher to keep Governors informed and involved in the development of, and review of the policy and practice as it relates to equality issues.
- The Headteacher ensures that all appointment panels give due regard to this policy, so that no one is discriminated against when it comes to employment or training opportunities.

- The Headteacher promotes the principle of equal opportunities and anti-racism, when developing the curriculum, and promotes respect for other people in all aspects of school life, e.g. in assemblies, where respect for other people is a regular theme, and in the displays around the school.
- The Headteacher treats all incidences of unfair treatment and any racist incidents with due seriousness.

It is the responsibility of the Headteacher to ensure that new staff/supply staff/visiting staff are made aware of the school policy on equal opportunities and anti-racism. A copy will be placed with the staff handbook, and a copy will also be available in the staffroom.