

Purbrook Park School

High Achievement for All



Equality and Equal Opportunities Policy

Co-ordinator: Paul Foxley

Start date: January 2015

Review date: May 2016

1. Values and Principles

- 1.1 Purbrook Park School is a community in which everyone is nurtured in order to create a whole school environment conducive to maximising an individual's learning potential and achievement.
- 1.2 It is the responsibility of all staff, governors, parents and pupils to ensure that everyone in our school is treated fairly and with respect, in accordance with the Equality Act 2010, the general public sector equality duty, and with the non-statutory advice provided by the government's department for education*.

2. Objectives

- 2.1 Be a school community that does not discriminate against anyone because of their sex, race, disability, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, or individual social circumstances.
- 2.2 Ensure that all members of our school community have an equal opportunity to participate fully in the life of the school.
- 2.3 Ensure that we meet the diverse needs of all our pupils and staff, by promoting British Values and by providing our young people for life in a diverse society and world.
- 2.4 Maintain an inclusive ethos in our school, where everyone feels welcome, valued and respected.
- 2.5 Respect and value linguistic, cultural and religious diversity in our community.
- 2.6 Develop each individual's sense of personal and cultural identity and to encourage pupils to be confident, open to change, receptive and respectful towards other identities.
- 2.7 Acknowledge the existence of racism, and all other kinds of prejudice, and to be proactive in tackling and eliminating discrimination of any kind.
- 2.8 Adhere to pupil attendance and admissions procedures, and to staff recruitment and selection procedures which are fair, equal and in line with statutory duties and guidelines.
- 2.9 Provide a school curriculum that incorporates the principles of equality and promotes positive attitudes to diversity. All subjects contribute to the spiritual, moral, social and cultural development of all our pupils.
- 2.10 All teachers and support staff create an inclusive learning environment both in and out of the classroom in which all pupils feel challenged, valued and supported.
- 2.11 Use our data analysis and monitoring and evaluation to identify any potential inequalities and/or underachievement of any specific groups of pupils, and take prompt and effective action to counter this.
- 2.12 Ensure that this policy is adhered to in accordance with our behaviour and anti-bullying policies.

**The Equality Act 2010 and schools: Department advice for school leaders, school staff, governing bodies and local authorities, published in May 2014, and to be reviewed by April 2016.*