

# Equal Opportunity Policy



## School Mission Statement

At Holy Cross Catholic Primary School, we aim to live by our mission statement:

*We share in Christ's Life so He can guide our thoughts, words and actions.*

## **Rights of the Child**

The United Nations Convention of the Rights of the Child (UNCRC) is at the heart of our school's Planning, Policies, Practice and Ethos. As a Rights Respecting School we not only teach about children's rights but also model rights and respect in all relationships. This policy is underpinned by:

**Article 2:** The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

**Article 3:** Everyone who works with children should always do what is best for each child

**Article 13:** The right to have information

**Article 29:** The right to become the best that you can be.

## Aims

We aim to equip our pupils and staff with an awareness of our diverse society and to appreciate the value of difference. This will be achieved by the following principles:

- Discrimination on the basis of colour, religion, culture, origin, sex, age or ability is not acceptable
- One of the primary objectives of this school is to educate, develop and prepare all our pupils for life whatever their sex, colour, religion, origin, culture, age or ability
- Pupils and teachers will further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of one another as individuals
- Encourage a questioning and reflective approach to life.

## The Policy

The school will develop positive programmes that will help pupils explore the issues of gender, race, culture and disability. This may be achieved through a cross-curricular approach.

Pupils/staff will be made aware that any form of harassment or abuse is unacceptable. This will be examined through the Behaviour and Bullying Policy in the school. Pupils and staff will be able to express their concerns and know that they will be listened to. Concerns relating to discrimination are raised through the incident reporting and recording procedures.

As a staff team we will look at curriculum areas within the school to ensure that organisational and administrative procedures avoid stereotyping through inappropriate discrimination.

The school will look at ways of providing pupils with positive role models which challenge negative stereotyping and therefore ensure that equal opportunities permeate the life and work of the school.

As a school, we support and actively promote to all stakeholders 'The Birmingham Schools Pledge'. Our school is founded on the principles upholding the dignity and rights of the individual. Respectful relationships are at the core of our school community, allowing everyone to respect and understand those they meet. It is our aim that we all develop the skills needed to embrace the responsibilities of being an outstanding learner, an active citizen and make Birmingham a great place to grow up in.

### Teaching and Learning

Regardless of sex, race, culture or disability children will have equal opportunity within and equal access to all areas of the whole school curriculum.

Monitoring of attainment in subjects will examine differences by gender from time to time. Reports of findings will be made known to staff through the weekly staff meetings.

- Efforts will be made to recognise and be aware of the possibility of gender or race issues in both our teaching and learning materials and our teaching styles.
- Materials and resources are carefully selected for all areas of the curriculum so as to avoid stereotypes.
- Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.
- All children are encouraged to work and play freely with others.
- Equality between all pupils is recognised when giving/delegating responsibilities and noting achievements.
- Discipline procedures, notably rewards and sanctions, are the same for all pupils.

Teaching and other groupings e.g. dinner queues, assembly seating, lines for dismissal, classroom seating and playground areas are organised on the basis of criteria other than gender - for example age, ability, friendship.

### Staffing

- Staff appointments and promotions should be made under equal opportunity guidelines that have been agreed by the Local Governing Board. In all appointments the best candidate will be appointed based on strict professional criteria.
- Equality between staff is recognised when giving/delegating responsibilities and noting achievements.
- Ensure that all staff have the opportunity, in line with the School Improvement Plan and the School Budget Plan, to take part in appropriate training to enable them to reach their full potential.



### Admissions

The school follows the Local Governing Board Admission Policy that does not permit sex, race, colour or disability to be used as criteria for admission. Parents have the right to appeal against decisions made. Appeals are heard by an independent appeals panel.

### Procedure for raising concerns about Equality of opportunity

Parents and staff should contact the Principal in the first instance who will record the concern and seek to resolve the concern informally. If this does not resolve the concern: Parents can use the school's complaints procedure. Staff can use the school's grievance procedure.

### Other Relevant Documentation in School

- Admissions Policy
- Behaviour Policy
- Anti-Bullying Policy
- RE Policy
- Curriculum Policies
- Staffing Procedures

### Monitoring and Evaluation

The Executive Principal and Head of School will monitor the Equal Opportunity Policy and report when necessary to the Premises, Finance and Staffing Committee.

**Written: December 2019**

**Reviewed by Local Governing Board: December 2019**

