

# EQUAL OPPORTUNITIES POLICY



**BASED ON THE DONCASTER LA APPROVED POLICY  
GOVERNORS APPROVED POLICY DECEMBER 2014  
TO BE REVIEWED DECEMBER 2017**

**WAVERLEY PRIMARY SCHOOL  
DATED DECEMBER 2014  
(REVIEWED: 3 YEARLY)**

<b>PERSON RESPONSIBLE FOR POLICY:</b>	<b>DIANE HUMPHREY</b>
<b>APPROVED:</b>	<b>DATE: JANUARY 2015</b>
<b>SIGNED:</b>	<b>ROLE: HEADTEACHER</b>
<b>SIGNED:</b>	<b>CHAIR OF SAFEGUARDING COMMITTEE</b>
<b>TO BE REVIEWED:</b>	<b>DATE: DEC 17</b>

# EQUAL OPPORTUNITIES POLICY

## Equal Opportunities Policy

At Waverley Primary School, we aim to provide equality of opportunity for all children whatever their age, ability, gender, race, religion or background. (UNCRC – Articles 2, 3, 4)

### Aims

Our school aims to be an inclusive school, where equality of opportunity is a reality for all our children and for our staff. The Mission Statement, school ethos and Code of Conduct underpin our commitment to equality.

### Implementation

Our school provides equality of opportunity to all groups:

- Male and female
- Minority ethnic and faith groups
- Children whose first language is not English
- Children with special educational needs
- Children with disabilities
- Gifted and talented children

### Staff

- We promote fairness and justice for all.
- We ensure that all pupils are treated with respect
- We do not discriminate against any child
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school
- We strive to remove any forms of discrimination, either direct or indirect that may form barriers to learning or to the development of any child or group of children.
- We challenge stereotyping and prejudice.
- We celebrate the cultural diversity of our school community. We have received an International School's Award in recognition of our commitment to experiencing a global dimension within our school.

### Teachers ensure that children

- Feel secure and know that they are valued
- Appreciate and value the differences in others
- Are encouraged to participate in all aspects of school life

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## The Headteacher's role

- is to implement the school's equal opportunities policy
- is to ensure that all staff are aware of the policy and apply it fairly in all situations
- is to ensure that the principles of equal opportunity are promoted within the curriculum
- is to treat all incidents that contravene this policy with due seriousness

## The Board of Governors

- have set out their commitment to equal opportunities in their endorsing of this statement.
- will monitor the effectiveness of this policy and amend when required
- will take into serious consideration any complaints regarding equal opportunity issues from parents, staff and pupils.