

# Barlows Primary School

## Equal Opportunities Policy

Barlows Primary School



*"To Give of our Best"*

# 2017-2018

Reviewed and updated: September 2017  
Approved by Governing Body: September 2017

*"To give of our best, to work together, to value everyone and learn for life."*

National Teaching School  
designated by  
National College for  
Teaching & Leadership



North Liverpool  
Teaching School Partnership



Apple Regional Training Centre

## Barlows Primary School Equal Opportunities Statement and Policy

The philosophy of equal opportunities is fundamental to all areas of the school life. Pupils, staff and parents are given equal respect and equal access to resources. All the pupils are encouraged to develop a sense of their individual worth and contribution to society, regardless of their gender, sexual orientation and traditional stereotyping.

Education for equality permeates all aspects of school life. At Barlows we aim to equip pupils with the knowledge, skills and values necessary for participation in our modern culturally diverse society.

Barlows Primary School recognises the protected characteristics as detailed in the Equality Act 2010 and is opposed to all forms of discrimination both direct and indirect against a person or community, regardless of their age, gender, race, colour, nationality, sexual orientation, ethnic origin or disability.

All pupils are encouraged to develop as individual, each valued in their own right. Children are encouraged to develop as valuable members of the community, in which a positive self-image is promoted for all. Governors and staff are committed to meeting individual needs of pupils, and to combating racism and discrimination.

This policy also aims to highlight the equal opportunities for the staff and governors we aim to reflect this commitment in the daily life of or school and in all areas of the curriculum.

### General Statement

#### **Vision, aims and objectives**

Barlows Primary School aims ***"to build and safeguard a fair"*** community where our pupils, parents, staff and governors ***"are well educated and take part in the decisions that affect them and where the cultural and religious differences between people are valued and celebrated."***

- We have a commitment to work to eradicate discrimination and prejudice to create equality of opportunity in its role as a provider of education and equality for both the pupils and staff of the school, and for the individual qualities irrespective of age, gender, disability, race, religious and cultural beliefs and sexual orientation.
- We promote the principle of fairness and justice for all through the educational opportunities we provide for our children.
- We ensure that all children have equal access to the full range of educational opportunities.
- We ensure recruitment, employment, promotion and training systems are fair for all.

- We celebrate individuality and cultural diversity of the school community and we promote respect for all minority groups.
- We will provide positive educational experiences and support for all children and their beliefs, encouraging respect for all.
- We will challenge any personal prejudice and stereotypical views if they are to occur.
- We do not tolerate any forms of racism or homophobic behaviour. Should an incident occur, we will deal with it in accordance with school procedures and local authority guidelines.

### **Curriculum and Learning**

Through curriculum opportunities and wider school life the school will promote positive attitudes to difference and positive relationships between individuals and groups regardless of background, gender, culture, faith, ability, ethnic origin and SEND.

The school promotes a varied and diverse curriculum than enriches the lives of all children.

Diversity and cultural differences are celebrated in themed weeks e.g. Black History month. The school also educates all children to challenge stereotypes through a wide range of literature and stories that the children study.

### **Staff, governors, parents and other visitors**

The school's personnel practices, including recruitment, retention and remuneration, are carried out in accordance with the Local Authority's Equal Opportunities in Employment.

Barlows Primary School follows the ethos of The City Council that acknowledges that institutional structures, practices and procedures can be discriminatory. Barlows Primary School is committed to complying with all United Kingdom (and European Community) anti-discriminatory legislation which can help the fight against disadvantage and discrimination. Barlows Primary School will examine the effects of Legislation and Directives to assess any impact on groups.

Barlows Primary School will **not** tolerate; harassment, discrimination or victimisation on any grounds.

**Date reviewed: September 2017**

**Date to be reviewed: September 2018**