

Christ Church New Malden Church of England Primary School

Equal Opportunities Policy

This policy was adopted by the Governing Body of Christ Church New Malden C of E Primary School on 09 / 11 / 16 and will be reviewed in November 2019

Signed *Tabitha White* Headteacher

Dated 09/ 11 / 16

Signed *Andrew Lambie* Chair of Governing Body

Dated 09 / 11/ 16



1. Introduction

At Christ Church New Malden everyone has the right to be treated equally regardless of gender, race, culture, belief or exceptional need.

The School respects and embraces individuality. All members of the school community have a right to be equally valued and respected. We also extend this respect to all visitors and members of the wider community of which we are a part.

Pupils have the right to access and enjoy the very best of educational opportunities matched to their individual needs, age and maturity.

All members of the school community have the right to feel safe and secure.

In order to achieve this staff need to ensure:

- they actively provide good role models
- they treat pupils, parents and colleagues with respect and kindness
- they challenge attitudes that reinforce stereotypes and prejudice
- they actively promote shared values

Governors will monitor that the School is upholding these values. Incidents of discriminatory abuse will be shared with Governors, who will challenge the School and deal with matters sensitively with the aim of promoting community cohesion.

2. Equal Opportunities

The School will actively promote a wider understanding of itself as part of a local, national and global community, in the knowledge that this will influence the shaping of a more tolerant and understanding society. The school community recognises the diversity within its own population of ethnicity, language and cultural experiences. This tolerance and acceptance is to be promoted and recognised as a positive strength of the School. The School will be proactive in furthering the understanding and tolerance of disability and special needs. It will reflect the notion that all children or families affected by special needs or disability are part of our responsibility.

In planning for and delivering the curriculum, formal and informal, staff need to:

- ensure there is an equitable representation of cultural, linguistic and religious diversity in lessons
- ensure that there is an equitable representation of cultural, linguistic and religious diversity in displays
- ensure that there is an equitable representation of cultural, linguistic and religious diversity in celebrated festivals
- ensure that pupils develop an understanding and respect for those of other cultures, faiths and life styles.



We aim to develop in pupils an understanding of the world in which we live by encouraging an active and dynamic appreciation of worldwide issues and current affairs. As part of the Prevent Duty we support our pupils in understanding issues such as extremism and radicalisation. We aim to deal sensitively and honestly with issues related to death, poverty, illness, abuse, disasters, prejudice and conflict.

A belief in equal opportunities, inclusion and access for all, underpins all issues related to curriculum or employment.

Within the School no pupil or adult is to be denied access to any opportunities due to issues related to gender, race, culture, belief or exceptional need.

Our shared values embrace tolerance and acceptance through the development of a greater understanding of, and the active celebration of individuality and diversity and the world in which we live.

3. Racial Equality

At Christ Church New Malden everyone has the right to be treated equally regardless of gender, race, sexual orientation, culture, belief or exceptional need.

The School respects and embraces individuality. All members of the school community have a right to be equally valued and respected as an individual. The School also recognises and values the diversity within its community, in the knowledge this broadens understanding of the range of values and beliefs. The school community actively promotes understanding and tolerance, seeking to promote a sense of Community Cohesion.

Pupils have the right to access opportunities and educational entitlement regardless of race, colour, gender, beliefs or exceptional need.

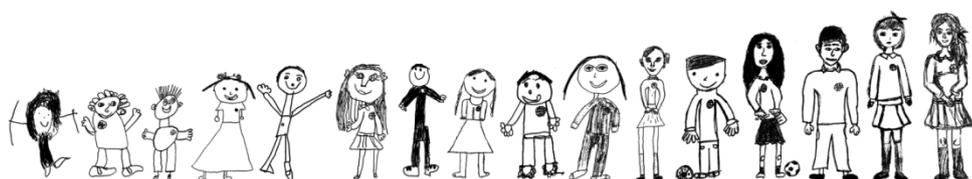
All members of the School, and visitors to the School, have the right to feel respected and valued for who they are regardless of race, colour, gender, beliefs or exceptional need.

In order to achieve this staff need to ensure that they:

- actively promote equality
- respond to incidents of racial disharmony or abuse consistently reporting and recording incidents
- treat all members of the community with respect for their individuality
- actively challenge attitudes that reinforce racial inequality and prejudice
- actively participate in the Prevent Duty training provided and feel able to challenge views of extremism and radicalisation
- actively promote shared values.

The Governors need to ensure that they:

- monitor the promotion of equality within the School through a named Governor
- annually review procedures for actively responding to racial inequality and abuse
- actively promote racial equality in their actions and decisions



- support the School aims and ethos in promoting the rights of the individual regardless of gender, culture, belief or exceptional need.

In planning and delivering the curriculum, members of staff need to ensure that:

- there is an equitable representation of cultural, linguistic and religious diversity in lessons
- there is an equitable representation of cultural, linguistic and religious diversity in displays
- pupils develop an understanding and respect for those of other cultures, faiths and life styles. This is a key focus of the School's teaching about British Values

The School has in place procedures for recording and reporting any acts of racial abuse or discriminatory abuse of any nature. Any reported incidents will be responded to by the Headteacher or senior staff.

The School will actively promote racial equality through action plans recorded in the School Improvement Plan. All incidents reported will be reported to Kingston LA, as requested.

All staff and pupils will be appropriately encouraged and given appropriate opportunities to express their anger or hurt at being the victims of abuse. All staff and pupils will be encouraged to make appropriate reparation for any acts of abuse or racism.

Any incidence of abuse or racism will be taken seriously. The School will also actively challenge any learned behaviours, attitudes, values and beliefs, which indirectly or directly cause offence or hurt.

Within the School no pupil or adult is to be denied access to any opportunities due to issues related to gender, culture, race, belief or exceptional need.

Our shared values embrace tolerance and acceptance through the development of a greater understanding of our school community, local community and the national and global communities of which we are a part. We will continue to actively celebrate individuality and diversity, in the knowledge that in doing so we promote a better future for all.



4. Equalities Statement and Objectives

At Christ Church New Malden we welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, ethnicity, gender, sexual identity, religion and belief.

We recognise that these duties reflect international Human Rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

The following is our statement of equality:

At Christ Church New Malden CofE Primary School everyone has the right to be treated equally regardless of gender, race, culture, belief, sexual orientation or exceptional need.

All learners and staff are of equal value and worth and we:

- recognise and respect differences
- foster positive attitudes and relationships, and a shared sense of cohesion and belonging
- observe good practice in relation to equalities during staff recruitment, retention and development.

We aim to ensure that all pupils and staff understand that they have the right to be treated equally with due regard to their needs. They are actively encouraged to understand that they are accepted for the person that they are and that they are valued as such. We aim for each to experience a feeling of belonging. Our motto is that we are all 'Becoming the people God made us to be'.

Objectives

- We are aiming to ensure that all children are able to access trips and visits including residential trips, regardless of physical disabilities.
- Likewise, we are committed to ensuring that all children are enabled to participate in trips regardless of financial circumstances.
- We are aiming to further foster good relationships and social understanding and acceptance amongst pupils and the wider community through our teaching about British Values.
- We are aiming that all pupils who are experiencing emotional difficulties will be supported by the use of individual or group input through the creation of pastoral mentors on each site. We will achieve this through our mentoring, and by support from outside agencies such as CAMHS.
- We are aiming to boost children's self-esteem and sense of self-worth through our new award programme 'Let's lead' which encourages children from Year 2 to Year 6 to take on leadership roles, helping others in the school.
- We are expanding the number of members of staff who are able to provide emotional support within the school by providing ELSA training for our junior pastoral mentor and another teaching assistant.

