

Graham James Primary Academy



Equal Opportunities Policy Statement

Agreed by Governors: June 2022 (Full Governors)

Next Review Date: June 2024



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Rationale

A school should be a caring community demonstrating open, honest and non-judgmental attitudes to differences. Discrimination or stereotyping due to race, colour, religion, gender, special needs, sexual orientation or disability has no place within such a community. While providing equality of access to the curriculum, we should be preparing our children to take their place in a multi-ethnic and multi-faith society, promoting their self-esteem alongside their respect for others.

Purposes

- To promote relationships between all who work within our school community, which take no account of race, colour, religion, gender special needs or disability.
- To ensure that the curriculum is presented with no cultural or gender bias.
- To work against the stereo-typing pressures exerted in society and through the media and advertising.

Guidelines

- Our community ethos should reflect commitment to this policy. All staff should be vigilant and deal with any behaviour in the classroom, around the school or in the playground which is contrary to this policy.
- Opportunities should be created to reinforce this policy in class and during assemblies.
- Pupils should recognise that racist and sexist comments or incidents are as unacceptable as other forms of anti-social behaviour.
- The context and delivery of the curriculum should not reflect or reinforce stereotypical attitudes.
- Materials should not reflect or reinforce stereo-typical attitudes.
- Equipment and resources in the classroom should enable all children regardless of ability or disability to participate in the curriculum.