



CHINLEY PRIMARY SCHOOL

EQUAL OPPORTUNITIES POLICY

INTRODUCTION

Chinley Primary School is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community.

At Chinley Primary School we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement.

At Chinley Primary School we seek to:

- Eliminate Discrimination
- Advance Equality of Opportunity
- Foster Good Relations

AIMS

We aim to:

- provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
- prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community;
- ensure pupils have a strong sense of community and understand what British Values are and follow them.
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age;
- plan systematically to improve our understanding and promotion of diversity;
- actively challenge discrimination and disadvantage; and make inclusion a thread which runs through all our activities.

To achieve these aims we will:

- use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning;
- ensure that the school curriculum makes explicit and implicit provision to promote and celebrate diversity;
- have high expectations of behaviour which demonstrates respect to others; and ensure that all reasonable adjustments are made to ensure equality of opportunity

LEADERSHIP AND GOVERNANCE

Chinley Primary School is committed to:

- being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community and eliminate any discrimination or harassment.



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- encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution;

RESPONSIBILITIES

It is the Governing Body's responsibility to:

- ensure that the school complies with equality legislation;
- follow the LA's admissions policy, which is fair and equitable in its treatment of all groups;
- monitor attendance and take appropriate action where necessary;
- have equal opportunities in staff recruitment and professional development and membership of the Governing Body;
- provide information in appropriate, accessible formats as required;
- be involved in dealing with serious breaches of the policy; and be pro-active in recruiting high-quality applicants from under-represented groups.

It is the Headteacher's responsibility to:

- implement the policy and its strategies and procedures;
- ensure that all staff receive appropriate and relevant continuous professional development;
- actively challenge and take appropriate action in any cases of discriminatory practice;
- deal with any reported incidents of harassment or bullying in line with school policy;

It is the responsibility of all staff to:

- be vigilant in all areas of the school for any type of harassment and bullying;
- deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences;
- identify and challenge bias and stereotyping within the curriculum and in the school's culture;
- promote equality and good relations and not discriminate on grounds of any protected characteristics
- promote an inclusive curriculum and whole school ethos which reflects our diverse society;

Breaches of Policy

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body and LA as required. This entails an investigation following all complaints or concerns linked to equal opportunities; record keeping of any breaches of policy or concerns/queries (recording the process and outcomes). In the case of racist, homophobic, bullying or e-safety breaches, records will be kept using the agreed reporting systems from DCC and contained in Chinley School Policies (ref. Bullying Policy).

The Governing Body will be informed of any complaints, breaches or concerns as part of the Headteacher's report to Governors. If there are any safeguarding implications these will be followed up with the Safeguarding Lead Governor as well as reported to the Governing Body (ref. Safeguarding Policy).

Policy Reviewed by Peter Lambert

Agreed by Governing Body. Minute Number:

Date:

Next Review: March 2028