

KILDWICK CE PRIMARY SCHOOL
Striving for Excellence and Promoting Christian Values
Equal opportunity Policy

Date Approved: March 2017	Next Review: September 2017
----------------------------------	------------------------------------

The School is fully committed to providing a non-discriminatory environment and providing equality of opportunity for all its pupils, staff and applicants for posts. The School will not tolerate unfair or unlawful discrimination on the grounds of gender, race, disability, sexual orientation or any other distinction which is not relevant to the employee/employer relationship or its pupil and student body.

Responsibilities

Promoting and maintaining equal opportunities is the responsibility of everyone, ensuring that the policy is carried out and that no-one is made to feel uncomfortable as consequence of discriminatory language or behaviour.

- All pupils and staff are aware of the equal opportunities policy and our procedures for making a complaint
- Issues concerning equal opportunities will be raised in staff meetings and PSHE (for pupils)
- Procedures are in place for the fair appointment, promotion and development of staff,

All staff and pupils are expected to:

- Accept, support and implement this policy statement
- Ensure that their behaviour and/or actions do not amount to discrimination or harassment.
- Understand that incidents of discrimination, harassment or bullying will be investigated under the appropriate disciplinary procedures.

Racism in School

Staff will:

- report all racist incidents to the Headteacher.
- tackle all manifestations of racism, prejudice and intolerance. [e.g. name calling, jokes, literature, graffiti]
- work closely with parents, local community groups and relevant agencies to develop ways of combating racism
- respond to racist incidents using the school behaviour policy.

The Headteacher will complete and return the LA Racism log, termly.

Curriculum

All pupils will:

- have access to a broad, balanced, objective and sensitive curriculum
- have access to a curriculum that avoids stereotyping and reflects the achievements and roles in society of all
- be given equal access and opportunity to experience all activities
- receive support where it is needed
- be encouraged to support one another.
- be dealt with immediately and appropriately if they display any form of behaviour which may be classed as discrimination or harassment [e.g. name calling, bullying]

Resources

Staff will:

- use resources that are inclusive to supporting learning.
- ensure that the resources used in all curriculum areas are multi-cultural and non-sexist and contain positive images of all groups.
- ensure that children have access to accurate information about similarities and differences between cultural groups.
- provide for all pupils according to their needs.
- ensure resources value positive images of all cultures

Staff Recruitment and Career Development

Kildwick CE VC Primary School values diversity amongst its staff and operates an equal opportunities appointments policy. In all staff appointments the best candidate will be appointed based upon strict professional criteria. We are committed to recruiting the very best and to providing all staff with opportunities to develop themselves professionally and personally.

ADMISSION/REGISTRATION

Kildwick CE VC Primary School follows the LA A