



EQUAL OPPORTUNITIES AND INCLUSION POLICY

Equal Opportunities and Accessibility Policy

At Robert Bakewell Primary School we value the individuality of all of our children. We are committed to giving the children every opportunity to achieve the very best of their ability. We do this by understanding that each and every child is different and has different needs when coming to school, which is something we will always try to accommodate to. We offer a broad curriculum and have high expectations for all our children, this being said the well-being of the children is what matters.

Our Equal Opportunities and Accessibility Policy is here to help ensure that this school promotes the individuality of all our children irrespectively of religion, colour, disability, gender or background.

We as a school do not discriminate against any member of our school be that staff, parent or pupil on the grounds of their beliefs, religion, age, gender, disability or background. We will always promote fairness and equality throughout the education that we provide in our school. We understand that each child has different needs and we will sometimes have to treat them differently to accommodate to their needs.

We make sure that all children in the school have access to the full range of educational opportunities and that nobody feels as though they cannot achieve to the best of their ability. We constantly strive to move forward with the times in making sure that there are no barriers of discrimination to learning for some groups.

As a school there will be no prejudice or discrimination when it comes to recruitment, employment or promotions. All members of staff are treated equally.

Racial Equality

In our school, we will:

- Strive to eliminate all forms of racism and racial discrimination; Robert Bakewell Primary School always tries to make sure we promote equality across the board we like to make sure that children of all different racial and ethnic groups are well respected.
- It is the right of all pupils to receive the best education the school can provide, this meaning having access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures.
- Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, in the curriculum topic on religious festivals, the children learn the importance of Diwali to Hindus and Sikhs as well as to Christmas and Easter Christians. We like to provide a wide range of information to all our children so they can learn about different cultures.

Disability and non-discrimination

Some children in our school have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the school. The school fully meets the requirements of the amended Disability Discrimination Act that came into effect in 2005. All reasonable steps are taken to ensure that these children are not placed at a substantial disadvantage compared with non-disabled children.

The school is committed to providing an environment that allows disabled children full access to all areas of learning.

Teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or modify teaching materials, or offer alternative activities where children are unable to manipulate tools or equipment.

Gender Equality

Robert Bakewell Primary is committed to gender equality in education and actively seeks to combat sexism. The effects of sexism have impoverished all sexes by restricting their choice, lowering their expectations of themselves and hindering the development of the individual's full potential. Gender stereotyping will be monitored through the content, organisation and delivery of the curriculum. We believe that our pupils should be provided with a wide range of personal, social and academic skills to function in society. Through the acquisition of these skills children should develop attitudes that are free of gender stereotypes.

The Head teacher will:

- follow the provisions of equality legislation
- take, as delegated by the Governing Body, a leading role in the implementation of the Equal Opportunities Policy
- promote and put into practice the consistent application of the policy
- communicate the School's equal opportunities policy to all teaching and nonteaching staff
- ensure that teaching and non-teaching staff receive relevant training where required on equal opportunities legislation and good practice In summary

Other teaching staff will:

- comply with the provisions set out in the School's equal opportunities policy
- be diligent when looking out for and dealing with any incidents including harassment and bullying (actual or perceived)
- Respect and show appreciation for pupils and other employees contributing towards a happy and caring environment
- foster an understanding of equal opportunities

Support staff will:

- comply with the provisions set out in the School's equal opportunities policy
- be diligent when looking out for any incidents including harassment and bullying (actual or perceived).
- show respect and appreciation for pupils and other employees contributing towards a happy and caring environment

Monitoring and Review

Policy written February 2020 and is monitored by the Governing Body and will be reviewed in 3 years or earlier if necessary.

Agreed & adopted by The Governing Body of Robert Bakewell Primary School

Signed.....
Chair of Governors

Date