**Equal Opportunities Policy**

Under the Equality Act 2010 Gracefield School has a responsibility to make opportunity equal for staff and pupils. The Headteacher is responsible for ensuring equal opportunity.

**Introduction**

Our school ethos value the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards in an open and inclusive community. We do this by taking

account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. This policy is intended to help to ensure that this school promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender, sexual orientation or background.

**Aims**

We do not discriminate against anyone, be they staff, pupil or parent, on the

grounds of ethnicity, religion, attainment, age, disability, gender, sexual orientation or background. We promote the principle of fairness and justice through the education that we provide in our school. We recognize that in doing so may entail treating some pupils differently.

**Implementation**

We strive to make our school as welcoming as possible to everyone and promote equality of opportunity.

We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school. We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.

We promote good relations between people of different racial and ethnic groups. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with our Preventing and Dealing with Racist Incidents Policy.

We seek to promote good relations between all individuals. We do not tolerate prejudiced views and behaviour. We will challenge personal prejudice and stereotypical views whenever they occur and strive to eliminate all forms of discrimination. Where incidents occur, we raise an incident form and investigate the incident. For all incidents involving children, parents will be informed and are likely to be part of the follow up action. We will utilize our PSHE curriculum and citizenship to ensure positive learning is undertaken by individuals and all members of the school.

We value each pupil's worth, we celebrate the individuality and cultural diversity of the community found within our school, and we show respect for all minority groups. This can be seen through our curriculum work as well as assemblies and board displays.

We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes, and respect for all.

We do not discriminate against those with disabilities. All reasonable steps are taken to ensure that these children/staff are not placed at a substantial disadvantage. However, the nature of our building does mean our facilities are not fully accessible to those with physical access difficulties. Information on adapting our teaching for SEND is contained in the SEND policy.

**Gender Equality**

We recognise that nationally and local, the achievement of boys is falling behind that of girls. We are committed to seeing all individuals and groups of pupils making the best progress possible in our school. We realise that although gender is one of the key factors affecting educational

performance, it affects different sub-groups of boys and girls in different ways.

Social class, ethnic origin and local context are all strongly linked to performance. We endeavour to take account of this and provide differentiated learning.

Other Related Policies:

Safeguarding Policy

Behaviour Policy

Anti-Bullying Policy

Curriculum Policy

Admissions of Medicines Policy

Gifted and Talented Policy

SEN Policy

Health and Safety Policy

Admissions Policy