



# Brimscombe CE (VA) Primary School

## Equality of Opportunity Policy

Approved by: Ethos  
Governors

Date: Jan 2023

Last reviewed on: Feb 21

Next review due by: Jan 2025

### Our vision statement:

Our shared vision is what makes Brimscombe C.E. (VA) School such an inclusive and happy place. Rooted in Christian Values, it is at the heart of all we do. It is taken firstly from Paul's letter to the Corinthians.

'Stay alert and hold firmly to all you believe. Be mighty and full of courage. Let love and kindness be the motivation behind all that you do.'

**1 Corinthians 16:13-14**

Through our Christian ethos we work together to develop enquiring minds, a spirit of curiosity, tolerance, and resilience. We value every member of our school community for who they are. Through challenge, support and building positive relationships, we pursue excellence in all we do.

### The aims of our school are that:

- All our pupils feel safe & cared for
- All our children flourish
- We look after ourselves and each other
- Everyone in our school community understands tolerance & respect for others.
- Each child grows in spiritual awareness.
- We celebrate diversity.
- We encourage global awareness
- We provide rich opportunities for our children to learn
- Everyone promotes positive relationships.
- We build a community of children, staff, parents and Governors that works together for the benefit of all.

### Who is this policy for?

This policy outlines the commitment of the staff and Governors of Brimscombe CE (VA) Primary School to ensure that equality of opportunity is available to all members of the school community. These include:

- Pupils
- Teaching staff
- Support staff

- Parents
- Governors
- Visitors to the school
- Students on placement

### **Aims and definitions**

Equal opportunities should permeate all aspects of school life, and are the responsibility of every member of the school community.

The implementation of the policy is the responsibility of all individuals within the school community. The responsibility for keeping the issue of equal opportunity at a high level of priority at all times and in all areas, is that of the headteacher at Brimscombe CE (VA) Primary School as Equal Opportunities Co-ordinator.

All members of the school community should be aware that every individual has a right to be considered of equal value and be given equal opportunities regardless of:

Age  
 Disability  
 Gender reassignment  
 Marriage and civil partnership  
 Pregnancy and maternity  
 Race  
 Religion or belief  
 Sex  
 Sexual orientation

in line with In line with the protected characteristics of the 2010 Equalities act

In the context of the school we feel the most appropriate definition is that:

**Equal opportunity is the right of everyone to equal chances,  
 and each individual is respected for who they are.**

### **Ethos and Atmosphere**

- At Brimscombe CE (VA) school we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community.
- There should be an 'openness' of atmosphere which welcomes everyone to the school.
- The children are encouraged to greet visitors to the school with friendliness and respect.
- The displays around the school are of high quality and reflect diversity across all aspects of equality of opportunity.
- Provision is made to cater for the spiritual needs of all the children through planning of both assemblies and classroom activities.

### **Learning Environment**

- There is consistently high expectations of all pupils regardless of age, gender, ethnicity, ability or social background.
- All pupils are encouraged to improve on their own achievements and not to measure themselves against others. Parents are also encouraged to view their own children's achievements in this light.

- Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from all pupils.
- The adults in the school provide good, positive role models in their approach to all issues relating to equality of opportunity.
- The school places a very high priority on the provision for special educational needs and disability. We aim to meet all pupils' learning needs including the more able by carefully assessed and administered programmes of work (see SEND policy and Disability Equality Scheme).
- The school provide an environment in which all pupils have equal access to all facilities and resources.
- All pupils are actively involved in their own learning.
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils.

### **The taught curriculum**

- At Brimscombe CE (VA) Primary School we aim to ensure that our planning reflects our commitment to equality of opportunity in all subject areas and cross curricular themes in line with the National Curriculum.
- Our planning takes account of the differing needs of pupils and their progression.
- Pupils are monitored closely and regular discussions between the staff and the HT ensure equality of provision and desired outcomes.
- British Values are actively promoted along with the Values for Life, which reflect our Christian foundation.

### **Resources and Materials**

The provision of good quality resources and materials within Brimscombe CE (VA) Primary School is a high priority. These resources:

- Reflect the reality of an ethnically, culturally and sexually diverse society
- reflect a variety of viewpoints
- show positive images of males and females in society including people with disabilities
- reflect non-stereotypical images of all groups in a global context
- include materials to raise awareness of equal opportunity issues
- are equally accessible to all members of school community consistent with health and safety
- not include racist, sexist, homophobic or ageist materials. Our materials seek to promote all areas of equality.

### **Language**

We recognise that it is important at Brimscombe CE (VA) school that all members of the school community use appropriate language which:

- does not transmit or confirm stereotypes
- does not offend
- creates and enhances positive images of particular groups identified at the beginning of this document
- creates the conditions for all people to develop their self esteem
- uses correct or preferred terminology in referring to particular groups or individuals eg Inuit rather than Eskimo; Native Americans rather than Red Indians. (see Commission for Racial Equality Information)

## **Organisation of Learning**

When organising groups for various activities, consideration is always given to the composition of the group, to provide a balance appropriate to the activity.

At Brimscombe CE (VA) Primary School our environment is not culturally diverse, and we are very conscious of the need to provide first hand experiences for the pupils to encounter people from other cultures. We do this by:

- Welcoming all visitors into our school equally
- Extending invitations to visitors from other cultures to come into school
- Establishing links nationally and internationally with other schools

## **Extra-curricular provision**

It is the policy of this school to provide equal access to all extra-curricular activities.

We undertake responsibility for making contributors to extra-curricular activities aware of the school's commitment to equality of opportunity (eg sports helpers, coach drivers) by providing them with guidelines drawn from this policy.

We try to ensure that all such non staff members who have contact with children adhere to these guidelines.

## **Provision for bilingual pupils**

We undertake at Brimscombe CE (VA) School to make appropriate provision for all bilingual groups to ensure access to the whole curriculum. These groups may include:

- traveller children
- those from refugee families
- pupils whose home language is not a standard form of English
- pupils for whom English is an additional language.

While there is a need for pupils to learn to communicate in standard English we believe that their home language should be celebrated and respected.

## **Legislation**

We are bound by the legal requirements of the following legislation:

The Sex Discrimination Act 1995

Human Rights Act 1998

Civil Partnership Act 2004

Gender Recognition Act 2004

[The Race Relations Amendment Act 2000](#)

[The Disability Discrimination Act 1995](#)

[The Disability Discrimination Act \(Amendment\) Regulations 2003](#)

The Disability Discrimination Act 2005

The Disability Discrimination (Public Authorities) (Statutory Duties) Regulations 2005  
The Special Educational Needs and Disability Act (SENDA) 2001

[The Disability \(Pensions\) Regulations 2003](#)

[The Disability Rights Commission Act 1999](#)

[The Education \(Modification of Enactments Relating to Employment\) Order 2003: SI 2003/1964](#)

[The Education Act 1996: Part IV](#)

The Employment Equality (Age) Regulations 2006:

The Employment Equality (Sex Discrimination) Regulations 2005

[The Employment Equality \(Religion or Belief\) Regulations 2003: SI 2003/1660](#)

[The Employment Equality \(Sexual Orientation\) Regulations 2003: SI 2003/16](#)

## **Staffing and Staff Development**

We recognise the need for positive role models and distribution of responsibility among staff. This must include pupils access to a balance of male and female staff at both key stages as far as possible.

We undertake to encourage the career development and aspirations of all individuals.

It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of pupils in the various dimensions of equality of opportunity.

## **Harassment and Bullying**

It is the duty of this school to challenge all types of discriminatory behaviour eg

unwanted attentions (verbal or physical)

unwelcome or offensive remarks or suggestions about another person's appearance, character, race, ability or disability, sexuality, gender (or transgender)

Harassment and bullying of any form will not be tolerated.

## **Parents/Carers and the Wider Community**

We aim to work in partnership with parents to help all pupils to achieve their potential

We wish to affirm our continuing commitment to reach out to other diverse groups within our immediate community and beyond.

## **Monitoring and Review**

Equality of Opportunity is identified as an area requiring careful and ongoing monitoring.

The person on the staff responsible for co-ordinating the monitoring and evaluation of the policy is the headteacher, who will be responsible for:

- Leading discussions in designated staff meetings which will include support staff, to discuss issues of equal opportunities within the school community.
- Working closely with the Governors to ensure that we fulfil our moral and statutory requirements.

Monitoring the following will enable the school to see where equality of opportunity needs to be more intensely focused:

- participation in extra-curricular activities

- exclusions and truancy
- continuous assessment of children's learning
- racist and sexist incidents
- specific learning needs
- attendance
- Bullying and other incidents

This policy will be reviewed every 2 years

### **Links**

This policy should be read in conjunction with:

- Accessibility Plan
- SEND policy
- Safeguarding
- Anti-bullying
- Behaviour

*J Roberts*

January 2023