



# ASTON AND COTE CHURCH OF ENGLAND PRIMARY SCHOOL

## EQUAL OPPORTUNITIES POLICY

This policy should be taken and used as part of Aston and Cote's overall strategy, and implemented within the context of our vision and values of a Church of England School. Aston and Cote is a Church of England School which celebrates a love of God and puts the Christian ethos at the centre of all that it does.

**Date: November 2020**

**Date to review: November 2023**

**Agreed by:**

**Approved by Chair of Governors:**

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**Introduction:**

The Equality Act 2010 replaced all existing equality legislation and provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation and it extends the protection from discrimination in certain areas. It is in line with Oxfordshire County Council guidance.

This Equality Policy and Plan sets out the school's approach to promoting equality and diversity in line with the legislative requirements of the Equality Act 2010. It sets out the ways in which we as a school are going to tackle inequality and promote equality, to raise standards and to narrow the gaps.

The Equality Act introduces a single equality duty and this is known as the public sector Equality Duty, which came into force on 5th April 2011. The Equality Duty covers the following protected characteristics:

- Disability
- Gender Reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (referred to previously as gender and includes issues of transgender)
- Sexual orientation

**Definition:**

Equal opportunity is about helping everyone in the school to fulfil their potential and ensuring all are valued equally.

Equal opportunity is about recognising differences, meeting individual needs and taking positive action, so that everyone has equal access to the educational opportunities offered by the school. It is also about regularly monitoring progress and achievement.

**School Context:**

At Aston & Cote Church of England Primary School, we are committed to ensuring equality of education and opportunity for all stakeholders irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

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**Aims:**

We aim to achieve:

- An entitlement to equal access and participation in all aspects of school life for every child and adult.
- An awareness of the inequalities of opportunity that exist in society and the determination that these shall not be replicated or perpetuated in school.
- A recognition and valuing of the diversity of cultures, languages, religions, opinions and beliefs in society.
- Openly questioning, discussing and countering all forms of stereotyping, prejudice and discrimination and taking positive action to enable everyone in the school to raise their self-esteem, expectations and achievement.

**Guidelines:**

Curriculum:

- We ensure that all children experience every area of the curriculum and that appropriate provision is made, taking account of social and cultural background, abilities and interests. This includes providing for children whose families are occasionally unable to support them in their learning.
- We consider the potential of a broad multicultural dimension in every area of the curriculum and include it in our schemes of work.
- In our choice of resources, we try to avoid stereotyping and bias of any kind and to positively reflect a wide range of peoples, cultures and human achievements.
- We make every effort to create an atmosphere of mutual respect and trust between child and child, staff and children and staff and parents.
- We are aware of the 'messages' we may be giving in the language that we use, in the images and displays around the school and in the choice of visitors/speakers invited into the school.
- As a Church of England school, collective worship themes are of a Christian nature although we seek to acknowledge and celebrate the other religions represented in our community. We welcome families from all religious backgrounds and provide opportunities to celebrate their festivals.
- We follow Oxfordshire County Council's admissions arrangements which are fair and transparent and do not discriminate on race, gender, disability or socio-economic factors.

Classroom organisation and management:

- We endeavour to provide equal access by monitoring the criteria used for grouping children (gender, cultural, social and ability) in order to promote confidence and to provide supplementary and extension activities.
- We are aware of the balance of time and attention we give to all the children so that their needs are met. We remember to make time for the undemanding child.

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- Where children from the same year group are placed in different classes, we ensure that none misses out on opportunities available to others.

#### Equal Opportunities in Multicultural Issues:

- Staff are aware that displays and notices should positively reflect the multiracial nature of society.
- The curriculum we deliver seeks to counteract in a strong, visible way negative racial and sexual stereotypes of individuals and groups.
- Members of staff analyse books for racist and sexist stereotypes and bias and try to buy in books which reflect a multiracial society positively. Children are encouraged to evaluate and discuss what they read.
- Themes and virtues which are worldwide are developed by the school through Values Education and Social and Emotional Aspects of Learning. Such issues include friendship, families, thankfulness, forgiveness, being left out, gifts, helping, caring, courage etc.
- Teachers aim to include a multiracial dimension in music, dance, drama and arts/crafts where appropriate.

#### Parents and carers and the Community:

- We try to increase parental involvement by improving communication on a formal and informal basis.
- We actively encourage all parents to become involved in school activities, in the Friends of Aston and Cote School and in our governing body.
- We offer a range of ways of communicating between home and school that meet parents' circumstances and needs.

#### Staffing:

- We ensure that the school's recruitment, selection and promotion procedures are based on good equal opportunities practice, in accordance with county policy.
- We regularly review the professional development of all staff within the school.
- We are aware of the importance of positive role models both in terms of gender and ethnic origin.

#### Assessment and Achievement:

- We maintain consistently high expectations of all groups of children and ensure that there is no discrimination in assessment procedures. Assessment Data is monitored to ensure there are no gaps in achievement between different groups in our school, this includes race, gender and disability.
- We provide appropriate support for children during assessment to allow full access to the materials

#### Making the school accessible for all:

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- We will meet the needs of pupils, staff and others with physical or sensory disabilities by providing designated toilets and adaptations made to the school buildings as appropriate.
- Ensures that curricular and extra-curricular opportunities are available for pupils with disabilities by assessing access issues and putting risk assessments in place.
- Provide 1:1 for children who require a higher level of supervision at break, on visits out of school and other times.

### **Roles and Responsibilities:**

The equality policy outlines the roles and responsibilities of everyone involved and connected with the school, so that each individual knows what is expected of them.

#### **Governors:**

- The governors are responsible for making sure the school complies with the relevant equality legislation and will assess and monitor the impact of this policy annually.
  - The governing body will make sure the school Disability Equality Scheme and its procedures are followed.

#### **Head teacher:**

The Head teacher is responsible overall for dealing with discrimination related incidents. The Head teacher is responsible for ensuring that any visitors and contractors know, follow and abide by our Equality Scheme. They are also responsible for:

- Making sure the school Equality Scheme and its procedures are followed.
- Making sure all staff know their responsibilities and receive training and support in carrying these out;
- Taking appropriate action in cases of harassment and discrimination, including racist bullying and bullying related to gender or disability.

#### **Staff:**

All staff are responsible for:

- Dealing with racist and other discrimination related incidents.
- Being able to recognise and tackle bias and stereotyping.
- Promoting equal opportunities and good race relations.
- Avoiding discrimination against anyone for reasons of ethnicity, disability or gender.

#### **Monitoring:**

The school will monitor the impact of this policy on pupils, parents and staff from different groups. We will receive some information via our pupil and parental questionnaires. In particular, we will monitor the impact of our policies on the attainment levels of our pupils. To monitor our pupils' attainment, we will collect

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information about pupils' performance and progress, by gender, disability and ethnic group and analyse it and use it to examine trends.