

## **Radburn Primary School Equal Opportunities Policy**

### **Introduction**

Radburn Primary School is committed to promoting understanding of the principles and practices of equality and justice. This policy should be read in conjunction with the behaviour, anti-bullying, G&T, SEN, Disability Discrimination and Race Equality Policies

The purpose of the Equal Opportunities Policy is to prevent discrimination on the grounds of ethnicity, faith, gender or ability and to promote a fulfilled and purposeful school life.

We believe that all students irrespective of gender, faith, ability\* or social circumstance are entitled to a sound, well-balanced, challenging and relevant education, which develops the talents of each individual so that each may take a valuable, positive, active and growing place within society. \*Ability is used in its widest sense to encompass gifted children and those with physical / learning disability.

### **Policy Statement**

Radburn School is committed to a policy of Equal Opportunities for all. We will endeavour to fulfil this principle in all circumstances and we fully support the five outcomes of the Government Policy Document, "Every Child Matters", which are: Being Healthy, Staying Safe, Enjoying and Achieving, Making a Contribution, Economic Well Being. These all underpin the fundamental principles of our Equal Opportunities Policy.

### **Structure and Management**

A staff committee, in consultation with governors, parents, staff (teaching and non-teaching) and students, developed the Equal Opportunities Policy. It incorporates all legal obligations under the Sex Discrimination Act 1975 and Race Relations Act 1976.

The management and monitoring of the policy is the specific responsibility of the SLT.

The Equal Opportunities Policy is reviewed regularly.

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## **Curriculum**

The school will endeavor to reflect the variety of equal opportunities themes within the structure of whole school planning.

The school will attempt to provide a diversity of materials for children to use which reflect society in a non-judgmental and non stereotypical way.

## **Resources**

School resources (books, audio-visual aids, software, displays etc.) reflect a commitment to Equal Opportunities. The Learning Resource Centre promotes positive images of ethnicity, gender and disability and, where need arises, written material is made available in relevant languages other than English. All students have equal access to computers and other school equipment.

## **Parents**

Where possible, all parents have the right of access to information relating to their child or children. Parents are made to feel welcome and involved in school life. Those with mobility and sensory needs are encouraged to contact the school so that necessary arrangements can be made. Those with financial difficulties regarding essential visits or items of equipment are encouraged to contact the school. There is also a sensitive awareness of the variety of family structures existing in society.

Reviewed January 08