

EQUAL OPPORTUNITIES POLICY

2021

EQUAL OPPORTUNITIES POLICY

A Downe Primary we believe in equal opportunity for everyone, irrespective of their gender, ethnic origin, disability, marital status, age, sexual orientation, religion or their belonging to a recognised disadvantaged or minority group. (We accept the nine protected characteristics named in the Equalities Act 2010).

The policy will apply to all children who are pupils at Downe Primary and to all staff who are employed at the school.

Our core values are to

- **be UNITED**
- **take a PRIDE in all we do**
- **be SUPPORTIVE**
- **be INDIVIDUAL and value this diversity**
- **be DETERMINED to succeed**
- **aim for EXCELLENCE**

PUPILS

AIMS

At Downe Primary we believe that all children should have an equal opportunity to develop their potential. This includes all areas of the curriculum including the development of basic skills in English and in Mathematics.

We aim to provide an environment that fosters respect and values differences between pupils.

We aim to actively encourage an understanding of different beliefs, cultures and religions.

We will recognise and confront prejudice and discrimination.

We will also try to develop resources that reflect the multi-cultural nature of society.

ACTIONS

To have a carefully planned, differentiated and delivered curriculum which secures the development of all the children.

To have a curriculum that reflects all the children's interests and cultural differences and draws on their individual contributions and experiences.

We will address stereotypical issues and prejudice in the curriculum. New resources will be chosen carefully so that they promote equal opportunities.

To regularly evaluate the curriculum and monitor impact of the above.

To analyse performance data and take action to address any issues arising with individual progress or groups progress (FSM, PP, SEND, Gender, EAL)

The school will continue to create an atmosphere that reflects the diverse nature of society. This will be achieved through display, music, assemblies, celebrations of festivals etc.

We will positively discriminate when necessary to ensure equality of opportunity for all.

STAFF

We will have due regard for equal opportunities in the selection process of staff, in the formal processes and procedures of the work of the school and in relationships and ethos.

LEGISLATION

The Equality Act 2010