

St Anne's R C Primary and Nursery School Audenshaw

Equal Opportunities and Community Cohesion Policy

RATIONALE

At St Anne's we do not discriminate against anyone on the grounds of gender, race, colour, ability, religion, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.

In our daily life and work at St Anne's we will promote the principles of fairness and justice for all. We aim to benefit society as a whole, locally, nationally and internationally by fostering greater cohesion and participation in public life.

This is in line with the school's mission Statement:

"To help very person here to achieve his or her best in work and in play. To celebrate whatever is good and to follow in the footsteps of Jesus by supporting and forgiving each other for the Honour and Glory of God."

AIMS

We aim to :

- make our school welcoming to all.
- ensure that all within the school have full and equal access to a range of learning opportunities.
- ensure that we constantly strive to remove any type of discrimination that may form barriers to learning.
- impact and be impacted by all our school communities*
- support these communities by: removing barriers, sharing resources and broadening experiences.

We aim to respect the right of all pupils to receive the best education the school can provide, by ensuring:

- the provision of a curriculum that values and respects all.
- access to all educational activities both in school and within the school communities*
- zero tolerance of all discriminatory behaviour.
- that we challenge all stereo-typing and prejudice.

Staff will:

- promote the principle of equal opportunity within the curriculum
- promote respect for other people in all aspects of life.
- ensure that all children are treated fairly and with respect.
- pay due regard to ensure that all resources challenge stereo-typing and provide positive images.
- promote interaction with the local, national and international community

- ensure assemblies and displays reflect the school's policy.
- challenge any incidents of discrimination or prejudice and draw them to the attention of the headteacher.

GUIDELINES

- We will follow the school's procedures with regard to promoting a safe, welcoming and positive attitude and environment for all. (Refer to Social and Emotional Aspects of Learning (SEALs) documentation in school and Year group planning).
- Any incidents of discrimination will be reported to the headteacher who will report to the LEA and the Governing Body.
- Parents of both the victim and the perpetrator will be informed and guidance and support will be given as appropriate.

The headteacher will:

- supported by the Governing Body, Implement the Equal Opportunities Policy.
- ensure that all staff are aware of the Equal Opportunities Policy and that staff apply these guidelines fairly in all situations.

The Governing Body will:

- monitor the effectiveness of the school's policy on equal opportunities.
- monitor the staff appointment process.
- require the headteacher to report to governors on a termly basis as to the effectiveness of this policy.
- follow the complaints procedures regarding equal opportunities issues.

This Policy has been adapted from the original policy dated March 2004 and as a result of further reviews and consultation It will be reviewed bi-annually (Last Review: November 2016).

***NB School Communities Include:**

Faith community, non-faith community, local national and international communities, promotion of the community through the curriculum and through extra-curricular activities.