



## Equal Opportunities Policy Autumn 2019



### Rights Respecting School

*Glusburn Community Primary School* is proud to be a UNICEF Rights Respecting School. Our school was the first in North Yorkshire to receive the award in 2009.

This Policy covers the following Rights in respect of UNICEF's The Convention On The Rights Of The Child:

- **Article 12 (Respect for the views of the child):** When adults are making decisions that affect children, children have the right to say what they think should happen and have their opinions taken into account.
- **Article 28: (Right to education):** All children have the right to a primary education, which should be free. Discipline in schools should respect children's dignity. For children to benefit from education, schools must be run in an orderly way. Any form of school discipline should take into account the child's human dignity.
- **Article 29 (Goals of education):** Children's education should develop each child's personality, talents and abilities to the fullest. It should encourage children to respect others, human rights and their own and other cultures. It should also help them learn to live peacefully, protect the environment and respect other people.

### Glusburn Primary School Mission Statement.

We want our school to be a place where everybody feels welcome.

We want all our children to feel safe and happy so that they can enjoy their learning and achieve to their full potential.

We will provide a stimulating learning environment, offering a variety of exciting learning opportunities and experiences within a broad and balanced curriculum.

We aim to give children the best possible start to their education by developing their independence, curiosity, imagination and desire to learn.

We will promote our common values and value our differences within the school and the wider community.

#### **Our common values**

- Show Respect
- Practise Manners
- Being Safe
- Working together
- Being Honest, Trustworthy and Responsible citizens.

#### **Every Child Matters**

Overriding common values:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Economic well-being



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### Equal Opportunities Policy Statement

The School is fully committed to providing a non-discriminatory environment and providing equality of opportunity for all its pupils, staff and applicants for posts. The School will not tolerate unfair or unlawful discrimination on the grounds of gender, race, disability, sexual orientation or any other distinction which is not relevant to the employee/employer relationship or its pupil and student body.

### **Responsibilities**

Promoting and maintaining equal opportunities is the responsibility of everyone, ensuring that the policy is carried out and that no-one is made to feel uncomfortable as consequence of discriminatory language or behaviour.

- All pupils and staff are aware of the equal opportunities policy and our procedures for making a complaint
- Issues concerning equal opportunities will be raised in staff meetings and PSHE (for pupils)
- Procedures are in place for the fair appointment, promotion and development of staff,

All staff and pupils are expected to:

- Accept, support and implement this policy statement
- Ensure that their behaviour and/or actions do not amount to discrimination or harassment.
- Understand that incidents of discrimination, harassment or bullying will be investigated under the appropriate disciplinary procedures.

### **Racism in School**

Staff will:

- report all racist incidents to the Headteacher.
- tackle all manifestations of racism, prejudice and intolerance. [e.g. name calling, jokes, literature, graffiti]
- work closely with parents, local community groups and relevant agencies to develop ways of combating racism
- respond to racist incidents using the school behaviour policy.

The Headteacher will complete and return the LA Racism log, termly.

### **Curriculum**

All pupils will:

- have access to a broad, balanced, objective and sensitive curriculum
- have access to a curriculum that avoids stereotyping and reflects the achievements and roles in society of all
- be given equal access and opportunity to experience all activities
- receive support where it is needed
- be encouraged to support one another.
- be dealt with immediately and appropriately if they display any form of behaviour which may be classed as discrimination or harassment [e.g. name calling, bullying]



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### Resources

Staff will:

- use resources that are inclusive to supporting learning.
- ensure that the resources used in all curriculum areas are multi-cultural and non-sexist and contain positive images of all groups.
- ensure that children have access to accurate information about similarities and differences between cultural groups.
- provide for all pupils according to their needs.
- ensure resources value positive images of all cultures

### Staff Recruitment and Career Development

Glusburn School values diversity amongst its staff and operates an equal opportunities appointments policy. In all staff appointments the best candidate will be appointed based upon strict professional criteria. We are committed to recruiting the very best and to providing all staff with opportunities to develop themselves professionally and personally.

### ADMISSION/REGISTRATION

Glusburn School follows the LA Admission policy.