

Equal Opportunities Policy

At Crofton Infants' School, we aim to provide equality of opportunity for all children whatever their age, ability, gender, race, religion or background.

Aims

Our school aims to be an inclusive school, where equality of opportunity is a reality for all our children and for our staff. The Mission Statement, school ethos, aims and Code of Conduct underpin our commitment to equality.

Implementation

Our school provides equality of opportunity to all groups, whether children or staff:

- Male and female
- Minority ethnic and faith groups
- People whose first language is not English
- People with special educational needs
- People with disabilities
- Gifted and talented children
- Any sexual orientation

Staff

- We promote fairness and justice for all.
- We ensure that all pupils and staff are treated with respect
- We do not discriminate against any child or adult
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school
- We strive to remove any forms of discrimination, either direct or indirect that may form barriers to learning or to the development of any child or group of children.
- We challenge stereotyping and prejudice.
- We celebrate any cultural diversity in our school community.

Teachers ensure that children

- Feel secure and know that they are valued
- Appreciate and value the differences in others
- Are encouraged to participate in all aspects of school life

The Headteacher's role

- is to implement the school's equal opportunities policy
- is to ensure that all staff are aware of the policy and apply it fairly in all situations
- is to ensure that the principles of equal opportunity are promoted within the curriculum
- is to treat all incidents that contravene this policy with due seriousness, whether applicable to children or staff

The Governors

- have set out their commitment to equal opportunities in their endorsing of this statement.
- will monitor the effectiveness of this policy and amend when required
- will take into serious consideration any complaints regarding equal opportunity issues from parents, staff and pupils.

Crofton Infants' School

January 2015