

St. Peter's R.C. Primary School

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A Whole School Policy for Equal Opportunities

(To be read in conjunction with Disability, Gender and Race Equality Policies)

Aims

This whole school **equal opportunities policy** is a policy for promoting equality of opportunity throughout St Peter's R.C. Primary School.

It attempts to cover all aspects of school life, including curriculum, organisation, staffing and management.
It attempts to address equality of opportunity for all members of the school community, children and adults.

General Principles of St. Peter's R.C Primary School

- Discrimination on the basis of gender, race, disability, sexual orientation, religion/belief, age, attainment or background. is unacceptable in this school.
- Every pupil and teacher will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for and appreciation of each other as individuals.
- The primary objective of this school will therefore be to educate, develop and prepare all our pupils, whatever their sex, colour, culture, origin or ability.
- An equal opportunities philosophy will be practised by all staff.

Pupils

- Our school equal opportunities policy seeks to enhance the achievement of all pupils whatever their background.
- All children at St Peter's will be treated as individuals who are encouraged to reach her or his full potential.
- All children in our school need to feel that they are valued, that their identity is respected and that their school is a secure and welcoming environment.
- All children are entitled to a balanced, broadly based and relevant curriculum.
- Wide ranges of pupils' achievements are celebrated.
- All pupils must have access to the school's curriculum The curriculum must be balanced, objective and sensitive, and must not highlight sexual and cultural diversity.

Pupils are expected to follow the School Code of Conduct which includes procedures for dealing with acts of anti-social behaviour

- If there are incidents, then the appropriate senior staff member will be informed and behaviour procedures will come into practice.
- Consideration will be given to involving the parents.
- Racist symbols, badges and insignias on clothing and bags are forbidden in school.
- Graffiti should be immediately removed.
- Parents should be aware of the school's commitment to equal opportunities.

Staff

- This policy seeks to secure equality of opportunity for all staff employed at St. Peters RC Primary School.
- Fair and objective appointments procedures will be used to enable our school to draw on the existing staff and to attract applications for vacancies from a wide range of candidates.
- Appointment of staff will enable children to benefit from a wide range of skills, knowledge and experience.
- Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil.
- Staffing issues will be addressed in line with School Policies and the Teacher's Pay and Condition Agreement of Employment.
- All staff will have career development entitlement which includes access to in-service training.

Other forms of practice

Admission

- The school follows the Governing Body Admission Policy, which does not permit gender, race, disability, sexual orientation, religion/belief, age, attainment or background to be used as criteria for admission.

Registration

- Pupils' names should be accurately recorded and correctly pronounced. Pupils should be encouraged to accept and respect names from other cultures.

Discrimination

- All forms of discrimination by any person within the school are to be treated seriously.
- A careful note must be kept of such incidents, whether they take place in the playground, corridors or teaching areas.
- It should always be made clear to offending individuals that such behaviour is unacceptable.
- The school's pastoral care organisation should be used, particularly with regard to home/school liaison and for dealing with any situations of discrimination or harassment.

Language

- Pupils and staff must feel that their language or dialect is valued.
- They should therefore be allowed to use their home language in school, but should never use it to exclude others.
- The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families.
- Staff must be conscious of any racist or sexist connotations in the language they themselves use.

Resources

- The school's aim is to provide for all pupils according to their needs, irrespective of gender, race, disability, sexual orientation, religion/belief, age, attainment or background.
- Whenever possible, staff must ensure that the resources used in all curriculum areas are multicultural and non-sexist, containing positive images of all groups.
- Variety should be evident in the morals, stories and information offered to children. Pupils should have access to accurate information about similarities and differences between cultural groups.

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