

Equal Opportunities Policy Statement

Creating future stars...

Queensbridge Primary School is a safe, positive, stimulating and welcoming environment that offers all a sense of belonging.

We give everyone an enjoyable experience of learning so that our children leave Queensbridge as happy, confident, inspired and motivated lifelong learners.

We achieve our full potential through...

- **challenge**
- **mutual respect and responsibility**
- **high expectations**
- **inspiration and motivation**
- **being independent thinkers**

Queensbridge Primary School is a culturally rich and diverse community where all voices are heard. We are all valued. We encourage a healthy attitude towards life and learning.

January 2009

General Principles

We believe that pupils, parents, carers, staff and governors from Queensbridge School community that should work together in a partnership according to the following, principles:-

- a) Total respect and tolerance for each other, and for each other's identity knowledge and materials which give insight, understanding and respect for the contribution of women, all ethnic groups, and all social classes to the culture, economy and history of society. Staff and governors should have regular training, which will develop this insight, respect and understanding. There must be school rules about respect by all in the school community for the diversity of background, lifestyle, religion, language, sexual orientation, diet and dress within it. All events put on in the school should reflect this commitment to tolerance and respect.
- b) A positive belief in each pupil's ability to achieve the best that can be achieved through collaboration between parents and staff. Teachers and parents should seriously agree to work together to ensure high standards of schoolwork and behaviour from pupils. Schoolwork should be challenging for each pupil and no restrictions should ever be placed on children's ambitions to learn and get on.
- c) The right of every child to full daily access to the curriculum and to the resources of the school. Children's take up of the curriculum and use of

school resources should be monitored to ensure that no child gets less in quantity or quality than their entitlement. This includes rewards and certificates which will be monitored every half term by head or deputy head.

- d) The right of all parents to information about academic, cultural and other activities in a language and format, which they can easily follow.
- e) The right of pupils, parents, staff, visitors and governors to respect and safety while on the school premises and to protection from all forms of violence, harassment or abuse.
- f) All forms of discrimination or abuse of anyone in our diverse school community will be totally unacceptable.
- g) Any discrimination or abuse by any adult will be challenged directly, including a warning not to repeat such behaviour. If this is ignored, the Chair of Governors will be involved in a further meeting. Persistent discrimination or abuse of anyone in our school community, on school premises, will mean exclusion from the school. These procedures will apply to all adults in the school, including parents and visitors.
- h) Violent physical or verbal behaviour by any child to another child or adult will be regarded as a serious breach of discipline. Such behaviour will be reported to the Head Teacher at once and she will take appropriate action according to the school's behaviour policy.

There will be a positive programme to recruit governors and staff of the highest calibre and integrity. Recruitment procedures should be rigorous, consistent and fair and should never disadvantage any individual or group. Recruitment should aim to have governors and staff who are as representative of the community as it is possible to be.

Ethos

Our relationships will show our mutual respect and tolerance for each other. The posters, pictures, displays, notices, signs and all possible images put up by the school should show that we are a community of many cultures, languages and lifestyles.

Every member of the school community should help to make the school a safe place free from violence, fear, abuse, harassment and intolerance.

By the way we behave and by the displays we put up we show that we want to maintain an equal opportunity environment.

Monitoring and Review

An equal opportunity policy is meaningless unless the way it is practised is monitored and reviewed regularly. Records of the way it works, and of its failures, should be kept so that a termly or annual review can pick up strengths and weaknesses. Equal opportunities should be a regular item at

staff meetings and there should be an equal opportunity lead person or a small equal opportunity review team, which reports to the Head Teacher.

This policy will be reviewed annually.

Reviewed April 08 due to review April 2010
Governors Curriculum Committee meeting 25/5/10