BOSKENWYN SCHOOL

The Federation of Boskenwyn & Germoe Schools

Equal Opportunity and Anti-Discriminatory Policy

Statement of Intent

Boskenwyn and Germoe Schools are founded on the principles of humanitarianism and inclusion and believes that all people, whatever their background, have the right to be treated with respect, equity and compassion. This includes all employees, volunteers, pupils and their families, carers or friends, and anyone else with whom we have contact during the course of our work, and, indeed, our lives.

Boskenwyn and Germoe Schools acknowledges the value of diversity and embraces different life experiences and attributes as a positive contribution to the school, which promotes pupil and staff satisfaction and the reputation of the school increases staff morale and improves efficiency.

Boskenwyn and Germoe School will ensure that all employees and volunteers understand and adhere to all relevant employment legislation relating to discrimination. The school will also insist on the ethical treatment of all people at all times during its work, extending beyond its legal obligations and in line with the school's ethos of humanitarianism and compassion. Boskenwyn and Germoe Schools will not tolerate discrimination, harassment or victimisation of any person and will be proactive in preventing such incidents.

The General Aims

Our general aims with regard to equal opportunities are to serve the needs of the individual member of the school community. We aim to create an atmosphere where every individual is appreciated and valued for the qualities they bring and where opportunities are created to allow everyone to develop to their full potential. We aim to ensure that the whole school community and all who are involved with it can be confident that they will be given equal consideration without prejudice, regardless of their differences. All members of the school community should recognise the important part they play in promoting a philosophy in which every person who crosses the threshold has an equal opportunity to develop as an individual.

The Co-ordinator

The co-ordinator for Equal Opportunities within Boskenwyn and Germoe Schools is Paula Blackburn. Her responsibilities are:

- to ensure that the aims of the Policy are being implemented consistently throughout the school;
- to raise awareness of all involved;
- disseminate information;
- develop and maintain resources;
- liaise with specialist agencies, LA advisors and Governors of the school

Equal Opportunities in relation to the whole curriculum

"Equal opportunities" is an integral part of all school activities. However, it is recognised that certain subject areas can be used specifically to draw attention to the principles of equal opportunities. Within the subjects of RE, English, Geography and History the principles of the equal opportunities policy may be highlighted and serve to reinforce understanding of the non- discriminatory principles of the policy. Through all curriculum areas there will be a positive effort made to raise awareness of pupils to the rights and needs of all members of our society both in our County, Country and in the wider world.

We will ensure that all children are offered their full entitlement to the whole curriculum on offer within the school, appropriate to their stage of development. We will do this through our overall planning, matching resources to individual's needs and the use of outside agencies and specialist advisors to provide support and expertise. We will also ensure appropriate equal access to extra-curricular activities. Opportunities for staff training and development will also be provided.

Planning for Continuity and Progression

Continuity of approach will be ensured:

- through the consistency of application of the aims of this policy by all staff
- through the behaviour policy
- through curriculum planning

Staff will apply the accepted principles appropriately in these areas without bias, being aware of the age and ability of the pupils involved.

Approaches to teaching and learning

The aims of the equal opportunities' policy permeate all aspects of school life. Account will be taken of each child's emotional, physical and educational needs at all times. Within the classroom children may be taught by class, group or individually as appropriate.

Teachers will be sensitive to the individual needs of children and organise learning objectives and tasks in a differentiated way to maintain a positive attitude at whatever level they are operating. Support for children will be sought where appropriate through resourcing and the use of external agencies and advisors.

Resources

All resources used will provide a positive and realistic image of both sexes and the multicultural society in which we live. They will also serve to support the work of children at differing ages and levels of ability. Toys, games and literature will reveal an absence of negative images, stereotyping and tokenism and they will be equally accessible to all children.

Cross Referencing Other Policy Statements

The principle of equal opportunities will permeate through all other policy statements. Whether policies refer to the curriculum, pastoral care or staff development they are made with reference to the aims of the equal opportunities' policy. No policy will discriminate by sex, age, ability or culture.

Development and Review

Resources will be monitored for their effectiveness in promoting equal opportunities.

Ways in which "equal opportunities" is planned for through the taught curriculum and extra curricular activities will be continually monitored. "Equal opportunities" is a prime consideration in the day to day responses of staff to children at all times and when staff plan work of any kind.

Reviewed: March 2025. Next review March 2027

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Headteacher, Paula Blackburn Chair of Governors, Bertie Archer