

EQUAL OPPORTUNITIES POLICY

Fletewood school is committed to promoting understanding of the principles and practices of equality and justice. This policy is written with regards to the Equal Opportunities Act (2010).

AIMS

Our aim is to equip pupils with an awareness of our diverse society and to appreciate the value of difference. This will be achieved by adherence to the following principles:

- Discrimination on the basis of age, disability, gender reassignment, physical features, race (including colour, nationality, ethnic or national origin), religious belief or activity, being married or in a civil partnership, being pregnant or on maternity leave, sex, or sexual orientation, is not acceptable.
- The primary objective of this school will be to educate, develop and prepare all our pupils for life whatever their sex, colour, origin, culture, or ability, etc.
- Pupils and teachers will further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals.

MANAGING EQUALITY IN PRACTICE

1. Admission

The school follows the Governing Body Admission Policies that do not permit sex, race, colour, or disability, etc. to be used as criteria for admission.

2. Registration

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

3. Discrimination

- a) All forms of discrimination by any person within the school's responsibility will be treated seriously as such behaviour is unacceptable. Racist symbols, badges and insignia on clothing and equipment are forbidden in school.
- b) Staff should be aware of possible cultural assumptions and bias within their own attitudes. In all staff appointments the best candidate will be appointed based on strict professional criteria.
- c) Parents should be aware of the school's commitment to equal opportunities.

4. Language

The school views linguistic diversity positively. Pupils and staff must feel that their natural language is valued.

Non-English-speaking children

It is our belief that the learning of another language is best achieved when there is need for communication. Non-English-speaking pupils will, therefore, be carefully monitored so they are not left out of play and other interaction activities. Few resources, if any, will be needed in the Nursery/Reception class but resources for helping older children will be sought when deemed necessary and appropriate. Where appropriate, books with writing in children's native languages will be accessible.

5. Resources

The school's aim is to provide for all pupils according to their needs, irrespective of sex, colour, origin, culture, or ability etc.

Equality of opportunity permeates the whole curriculum and will be reviewed regularly.

This policy will be reviewed annually.

Policy date: September 2026

Review date: September 2027