

**Kildwick CE VC Primary School**  
*Learning to Live, Living to Love, Loving to Learn*

**Equal Opportunities Policy Statement**

<b>Date Approved: Spring 23</b>	<b>Next Review: Spring 24</b>
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The School is fully committed to providing a non-discriminatory environment and providing equality of opportunity for all its pupils, staff and applicants for posts. The School will not tolerate unfair or unlawful discrimination on the grounds of gender, race, disability, sexual orientation, religion or any other distinction which is not relevant to the employee/employer relationship or its pupil and student body.

**Responsibilities**

Promoting and maintaining equal opportunities is the responsibility of everyone, ensuring that the policy is carried out and that no-one is made to feel uncomfortable as consequence of discriminatory language or behaviour.

- All pupils, staff and governors are aware of the equal opportunities policy and our procedures for raising a concern and potentially making a complaint.
- Issues concerning equal opportunities will be raised in staff meetings and PSHE (for pupils)
- Procedures are in place for the fair appointment, promotion and development of staff and governors.

All staff and pupils are expected to:

- Accept, support and implement this policy statement
- Ensure that their behaviour and/or actions do not amount to discrimination or harassment.
- Understand that incidents of discrimination, harassment or bullying will be investigated under the appropriate disciplinary procedures.

**Racism and homophobic behaviour in School**

Staff will:

- report any incidents to the Headteacher
- tackle any manifestations of racism, prejudice and intolerance.
- work closely with parents, governors, local community groups and relevant agencies to develop ways of combating racism and homophobic behaviour
- respond to racist incidents using the school behaviour policy and record on CPOMS.

## **Curriculum**

All pupils will:

- have access to a broad, balanced, objective and sensitive curriculum
- have access to a curriculum that avoids stereotyping and reflects the achievements and roles in society of all
- be given equal access and opportunity to experience all activities
- receive support where it is needed if they feel they have been treated unfairly or discriminated against
- be encouraged to support one another.
- be dealt with immediately and appropriately if they display any form of behaviour which may be classed as discrimination or harassment [e.g. name calling, bullying]

## **Resources**

Staff will:

- use resources that are inclusive to supporting learning.
- ensure that the resources used in all curriculum areas are multi-cultural and non-sexist and contain positive images of all groups.
- ensure that children have access to accurate information about similarities and differences between cultural groups.
- provide for all pupils according to their needs.
- ensure resources value positive images of all cultures

## **Staff Recruitment and Career Development**

Kildwick CE VC Primary School values diversity amongst its staff and operates an equal opportunities appointments policy. In all staff appointments the best candidate will be appointed based upon strict professional criteria. We are committed to recruiting the very best and to providing all staff with opportunities to develop themselves professionally and personally.

## **ADMISSION/REGISTRATION**

Kildwick CE VC Primary School follows the LA Admission policy.