

# Houghton Regis Primary School

## Equal Opportunities Policy

### RATIONALE

Houghton Regis Primary School is committed to equality and will take all appropriate action to eliminate any discriminatory practices based on race, colour, creed, gender, sexual orientation or disability within the school for both children and adults.

The process of stereotyping leads people to conform to roles which can inhibit their abilities, preferences and aspirations. The effects of discrimination impoverish all by limiting horizons and restricting choices. The school believes that discrimination is incompatible with good educational practice and that a commitment to equality is a fundamental educational obligation.

### THE LEGAL REQUIREMENT

It is unlawful to discriminate on grounds of gender, race, colour or disability. It is undesirable to discriminate on grounds of sexual orientation and creed. The Governors and staff recognise this legal duty and aim to adopt positive strategies to achieve equality of opportunity for all.

### AIM OF THE SCHOOL

Equality issues impinge upon all aspects of work within our school, The aims of the school in relation to equality are to:

- maximise the potential of all children and staff, both users and providers
- adopt positive approaches to achieve equality of opportunity for all
- adopt a broad, balanced curriculum that is open to all
- seek to remove discrimination against people based on race, colour, creed, gender, sexuality or disability.

### SOME SPECIFIC POLICIES

The school will adopt appropriate positive action to promote equality.

The school will ensure access to all educational provision for everyone. Any provision that results in anything other than equal benefit for all will be investigated and remedied.

The curriculum will attempt to promote positive images, counteract stereotyping and encourage equality for all.

Staff working within the school will be encouraged to review existing teaching and resources for discriminatory practice.

When recruiting and promoting staff, in observation of the Equal Opportunities legislation, every effort will be made to ensure that no-one is disadvantaged by any part of the recruitment, promotion and selection process.

The Governing Body will be involved in developing appropriate strategies to monitor equality, including the recruitment and status of staff and the achievements of all the children. They will promote the Equal Opportunities Policy and support initiatives taken to implement it.

The school will attempt to make this policy consistent with that of the LA.

### Links:

Race Equality Policy, Accessibility Policy, Disability Discrimination Policy.

All policies and practices throughout the school will take into account good equal opportunities practice.