



Equal Opportunities Policy

Background

Tonge Moor School has over 400 children on role and needs to ensure equal opportunities for every single child. Providing equality of opportunity, in its simplest form, involves ensuring that no one is treated any less favourably than any other because of any bias. Directors and Staff (teaching and non-teaching) will want to ensure fair treatment of everyone, to create an effective, exciting learning environment and ethos for all.

Rationale

At Tonge Moor Academy, we take the teachings and examples of our Lord Jesus as the foundation of our educational life and spiritual values. By example and teaching, we believe they encourage the children to develop self-esteem and respect for others and to show compassion, understanding, forgiveness and friendship.

In society, widespread prejudices and discrimination mean that sometimes people are less favourably treated and conscious effort must be made to recognise and change existing inequalities. Prejudice and discrimination may be overlooked unless we develop a relevant awareness for recognising even the more subtle areas of oppression. Young children are probably aware of the physical differences between people by the age of two, but it is only after this age that they begin to demonstrate this awareness. It is therefore, vital for anyone involved in the education and care of young children to adopt policies and practices which counteract discrimination and stereotypes, as well as creating an open atmosphere of friendliness and understanding to enable children to learn respect for others. It will also enable them to be receptive and open-minded about their own ability to handle the full range of opportunities offered to them by their education. Parental involvement at school during the formative early years can be helpful in banishing the stereotypical idea of mums in the home and dads out at work, particularly if fathers are encouraged to have direct contact with the children in the classroom rather than just being involved in an indirect capacity such as fund-raising.

Values

The School places great emphasis on positive behaviour by all staff towards children and colleagues as it recognises the importance of a positive learning climate on achievement and behaviour. The School encourages awareness amongst staff and pupils of the effects of stereotyping and discrimination and ensures that such behaviours are challenged and that the impact of them is understood.

All stakeholders at Tonge Moor Academy are committed to ensuring that the School and its grounds are safe places for the children to learn and for staff to work, and willingly take on the responsibility of upholding this commitment. The School's Governing Body, working closely with the Headteacher and all Staff, is responsible for ensuring that this policy and its related procedures and strategies are fully implemented, and for keeping up to date with discrimination law.

Aims:

- To provide equality of education and work to all pupils and staff irrespective of their class, race, age, culture, disability, special needs or gender;
- to develop in all children a knowledge and appreciation of, and respect for, themselves and others;
- to eliminate prejudice and discrimination;
- to deal firmly and promptly with any incident of discrimination and to prevent recurrence, whilst providing support and guidance to the individual;
- to create a positive and inclusive ethos based on mutual respect and diversity.

Approaches to uphold these aims and values

The School strives to maintain equally high expectations of all pupils. Using the School's data analysis procedures, pupil tracking and target setting process, the work of all children is monitored and account taken of the progress of all minority and gender groups in order to identify and respond to trends and patterns.

Aspects of prejudice and discrimination are integrated into assemblies and classwork; non-stereotypical books can be found in libraries and classrooms and stories are told in assemblies and class times. Everyone is shown in a positive light. Where appropriate, visitors may be invited, or visits arranged, to practically demonstrate aspects highlighted in this policy.

We endeavour to be vigilant in order to identify and deal promptly, fairly and consistently with any form of unkindness, harassment or bullying. The established procedure is first for the relevant member of staff to deal directly and sensitively with the children involved. If this is not effective, then it is referred to a Senior Manager to implement the anti-bullying policy (see separate policy). Any incidents considered racial in origin are recorded, kept on file in the Headteacher's office, and reported to Bolton Council on a regular basis. It is our intention to continue to deal swiftly and effectively with any such incidents.

This policy is an integral part of School life.

Related policies:

- Single equalities
- Inclusion
- Community Cohesion