



# OAKHURST COMMUNITY FIRST AND NURSERY SCHOOL

## EQUAL OPPORTUNITIES POLICY

Equality of opportunity is concerned with justice for all, raising expectations, and enabling each individual to fulfil his or her potential. Equal opportunities is freedom from discrimination on the grounds of race, language, gender, class, lifestyle, cultural background, age, sexual orientation or disability.

### AIMS

In our school we shall aim to:

- value every individual who comes through the door
- nurture a mutual respect for all and encourage a positive attitude towards all members of society
- develop in pupils and staff a commitment against racism, sexism, class distinction, ageism and discrimination on the grounds of disability or special needs
- avoid stereotyping of any kind

### PUTTING OUR AIMS INTO PRACTICE

We will strive to organise our school in such a way that the learning environment upholds our belief of equal opportunity. We will try to ensure that:

- assembly themes, topics and displays draw on a wide range of sources
- positive visual images that reflect people of both sexes and different ethnic groups are used
- books, resources and other media reflect the variety of people, homes and families
- songs, rhymes, music and musical instruments from a wide range of cultures are experienced
- resources for imaginative play allow children to explore different roles, including from other cultures
- activities are set up in a way that does not restrict access for children or adults with disabilities
- racist and homophobic language is categorically rejected
- bi-lingualism is seen as an asset and we celebrate the different cultures of our families

- we value to Traveller culture and lifestyle
- assumptions are not made about a child's potential based on home circumstances or social class
- we do not regard lack of fluency in English as an indication of poor potential
- staff, parents and pupils understand that boys and girls should display equally high standards of behaviour
- we give our time fairly to each child, ensuring that the undemanding child is not overlooked
- that children with special needs are included in all school activities, including assembly and whole school trips, unless it is absolutely necessary for them not to be included

We will encourage parent and carer involvement regardless of gender or background in all aspects of school life.

We recognise the importance of positive role models, both in terms of gender and ethnic origin.

We recognise that every member of our school, regardless of role, is of equal importance.

September 2016

Review date: September 2019