



North Wolds Federation  
Equal Opportunities Policy  
September 2018

**1. Introduction**

The school's Equal Opportunity Policy is applicable to all those who are within the North Wolds Federation whether they be pupil, teaching or non-teaching staff, Governors or voluntary helpers.

**2. Statements of Principle**

- 2.1 Discrimination on the basis of colour, race, culture, origin, religion, sex or ability/disability is unacceptable.
- 2.2 "Equal Opportunity" should be taken to include all the categories above.
- 2.3 "Discrimination" should be taken to mean being treated less favourably as defined in the Sex Discrimination Act 1975 and the Race Relations Act 1976.
- 2.4 Every pupil and adult will endeavour to further this objective by personally contributing towards a happy caring environment and by showing respect for, and appreciation of, each other as individuals.
- 2.5 The primary object of this school will therefore be to educate, develop, inspire and prepare all our pupils, whatever their gender, colour, culture, origin, religion or ability, for adult life.
- 2.6 An equal opportunity philosophy will be practised by all staff and adults working in the school.
- 2.7 The school acknowledges the complexity of our society and recognises that it would be failing the pupils if it did not prepare them for their integral part in society.
- 2.8 The school is committed to emphasising the common elements and values of our multiple culture.

**3. The Aim**

The aim of the North Wolds Federation is to equip pupils with an awareness of an increasingly diverse society towards which it is hoped that pupils will develop their own positive attitudes.

**4. Practice**

**4.1 Admission**

The school follows the Local Authorities Admission Policy and does not permit sex, race, colour or disability to be used as a negative criteria for admission.

**4.2 Registration**

Pupil's names should be accurately recorded and correctly pronounced. Pupils and staff should be encouraged to accept and respect names from all cultures and backgrounds.

**4.3 Discrimination**

All forms of discrimination by any person within the school are to be treated seriously. It should always be made clear to offending individuals that such behaviour is unacceptable.

## **5. Staff**

- 5.1 In all staff appointments, the best candidate will be appointed, based upon strict professional criteria.
- 5.2 The school values diversity amongst the staff.
- 5.3 All staff should be aware of possible cultural assumptions and bias within their own attitudes.

## **6. Curriculum**

- 6.1 All pupils must have access to the school's curriculum.
- 6.2 Staff should be constantly aware of how their own expectations affect the achievement, behaviour and status of each pupil. High expectations lie at the very core of effective learning.
- 6.2 The curriculum should engage pupils in a way which is sympathetic to their particular needs.
- 6.3 The curriculum, both explicit and hidden, must be balanced, objective and sensitive.
- 6.5 All curriculum policy documents should relate and adhere to the Equal Opportunity Policy.

## **7. Language**

- 7.1 The school views linguistic diversity positively and staff should be aware of any language and dialect spoken by pupils and their families.
- 7.2 Staff should be conscious of any racist or sexist connotations in the language they themselves use.
- 7.3 Bilingualism should be regarded as advantageous and, when necessary, appropriate staff should have access to speakers of a variety of languages for the purpose of advice, translation and interpretation.

## **8. Resources**

- 8.1 Whenever possible, staff should ensure that the resources used in their teaching are relevant and non-sexist, containing positive images of all groups.
- 8.2 Variety should be evident in the morals, stories and information offered in schools.
- 8.3 Pupils should have access to accurate information about the similarities and differences between cultural groups.

## **9. Conclusion**

- 9.1 The school should be a happy, safe and reassuring place for all pupils, parents, governors and any who work or/and come into contact with it.
- 9.2 The North Wolds Federation will enable all staff to offer to pupils and parents a warm welcome by developing an understanding and respect for their culture, values and beliefs.
- 9.3 The school's aim is to provide for all our pupils according to their needs, irrespective of sex, ability or ethnic origins.
- 9.4 Through this policy, The North Wolds Federation will enable all to develop a positive identity and feel pride in the school and its community.

Chair of Governors:

Date:

Head Teacher :

Date: