

St. John's Cathedral Catholic Primary School

Equal Opportunities Policy

The school considers itself a community in which each individual's needs should be recognised and each of its members' talents and aptitudes should be fostered. It is as a living and caring community that the school is committed to a policy of equal opportunities for children, parents and staff.

The school will not discriminate against anyone on grounds of their racial or ethnic origin, gender, religious beliefs or, where practicable, disabilities.

This policy extends to the school's recruitment and admissions procedures.

The school welcomes its duty not to be discriminatory in its practices.

Furthermore, the school understands the contribution that education can make in encouraging positive and questioning attitudes toward Equal Opportunities in the context of the wider community and recognises that:

- Developing understanding of the views and rights of groups to which we do not ourselves belong is an important part of learning to live in society.
- The school's curriculum is enhanced by children learning to understand and respect differences of gender, race, religion, age, ability and disability and social disadvantage.

The school undertakes, therefore:

- To promote the self-esteem and to foster the social and emotional growth of each child throughout the school life and in particular through the school's pastoral care and PSE curriculum.
- To endeavour to ensure that both boys and girls have full entitlement to a broad and balanced programme and opportunities.
- To provide, through the behaviour of the staff, towards each other and towards children, an example that will encourage children to grow up conscious of the importance of equal opportunities and respect for others.
- To respect the cultural and ethnic diversity of children, parents and staff, welcoming the enrichment of the environment that this brings, and to foster positive attitudes towards our multi-cultural society.

- To recognise and value differing religious belief systems within the teaching of religious education, and to make staff and pupils aware of relevant religious festivals and of any implications they may have for certain pupils or staff, if appropriate.
- To make use of opportunities within the life of the school to increase religious awareness and tolerance and to forge links with the wider community to promote an understanding of and respect for others.

As set out in the Disability policy, the school will make every effort to ensure that no child, parent or member of staff is disadvantaged as a result of their disability. Outcomes of which will be reported to parents annually.

Racist or sexist language and behaviour, and other acts of intolerance are not accepted.

The school recognises the value to children of having male and female role models. However, vacant posts are always filled by the best applicant, irrespective of gender.

The continuing development of our community and of the equality of opportunity on which it is based, required the co-operation and commitment of all concerned and we trust that all parents will wish to give their full support to the school in this vital aspect of its life.

The Headteacher is responsible for ensuring that this policy is followed. Any child, parent or member of staff who considers that there has been a breach of this policy should inform the Headteacher who will investigate the matter and take action, as appropriate.

Reviewed January 2009