



# Equal Opportunities Policy

## Introduction

Diggle School will not discriminate against applicants for admission, job applicants or staff directly or indirectly, because of sex, marital status, age, race, colour, nationality (including citizenship) or ethnic or national origins or disability.

It is the responsibility of the Headteacher with the Governing Body to promote good and fair practices in the area of equal opportunities throughout the school. The opportunities offered to all members of the school community will promote equality to enable the development of the abilities of each individual.

## Aim

At Diggle School we aim to provide an environment and ethos that promotes equality of opportunity for all children, regardless of gender, ability, race, social background or age. To achieve this we work to make sure that our expectations are fair and do not exclude any pupil from experiences or the chance to reach their full potential.

There is a strong link between this policy and our PSHE, Special Educational Needs, Racial Equality and Cultural Diversity and Inclusion policies. Many of the aims of the policies overlap and reinforce each other.

Children are surrounded by images that convey stereotypes, at home, on TV, amongst peers, adults etc. These images can affect a child's self-esteem, often in a negative way. At school we promote an ethos that values each person and the contribution they make. Through this approach we aim to build within each child a positive self-image and the confidence to tackle new experiences to the best of their ability.

## Pupils

Pupils will have equal access to all the benefits, facilities and services offered by the school. They will have the same access to all areas of the curriculum and all extracurricular and out of school activities organised by the school. Children with special needs may receive a curriculum that is modified to suit their needs but remains broad and balanced. No child is excluded from an activity because of cost.

Teachers will aim to present the curriculum in a way that will engage the interest of pupils equally and will have expectations of equal success for all.

Staff will avoid delivering stereotyped messages to children about their respective roles.

## Staff

All job applicants will be considered solely on merit without regard to sex, religion, marital status, age, race or disability. All members of staff will have equal access to opportunities for promotion and training to any other benefits, facilities or services offered by the school.

## Conclusion

Any complaint of discrimination will be properly investigated.

September 2020

To be reviewed: September 2023