

Riverside Primary School

Equal Opportunities Policy

September 2025
Reviewed August 2025



RIVERSIDE PRIMARY SCHOOL

EQUAL OPPORTUNITIES

Rationale

It is the right of all human beings regardless of sex (including gender reassignment) disability, age, sexual orientation, religion or belief and race to be treated with respect and total fairness. Therefore at Riverside Primary School equal opportunities will address the issues in their broadest sense of gender, ethnicity, disability and age as fundamental values in education.

Purpose

- To ensure that the curriculum is free from bias of access, delivery and content.
- To promote the awareness of the cultural heritage within the school.
- To value and respect the cultural heritage of others and to raise awareness of the ways in which discrimination can take place.
- To foster racial harmony and the development of full potential regardless of creed gender, age, or disability.
- To actively promote effective practice for countering all aspects of discrimination.
- To ensure fairness in all recruitment and selection procedures.

Guidelines

The policy will permeate the whole curriculum and school day and will be an integral part of each subject area thus ensuring that all pupils have access to a broad, balanced and relevant curriculum that is differentiated to meet individual needs.

All staff and pupils are encouraged to value differences, including dual language, as an asset and learning opportunity. Any prejudice will be challenged, wherever it occurs, to recognise the 'normality of difference' in the cultures with the school.

The Headteacher and staff will strengthen home/school community liaison and will ensure that the general pastoral framework regarding admission, induction, and class placement takes full account of issues to do with race, language, culture, religion, gender and disability. There are clear procedures to deal with reporting and recording racial incidents.

The school will support pupils who have suffered racist, sexist, homophobic or other forms of personal verbal or physical abuse of intimidation and anyone who has committed such offences will be appropriately dealt with. In the case of pupils this may include exclusion from the school and for staff disciplinary action.

Parents and Carers

Parents and carers are very important to the life of the school and in particular they have much to contribute to the Inclusion and Equal Opportunities Policies; their views are welcomed and valued at all times. It is very important that all parents and carers fully support our Inclusion & Equal Opportunities Policy and practice. Parents and carers are reminded of the Home-School Agreement, which is signed by all parents and carers, by all pupils and by the Headteacher on admission. This sets out their responsibility to support all school policies that are designed to support, and include, all pupils.

The school will discuss with parents and carers any incidents of racist, sexist, homophobic or other forms of personal abuse in which their daughters and/or sons have been involved and will seek their

support in dealing with the incident. If parents/carers are aware of incidents of racist, sexist, homophobic or other forms of personal abuse or discrimination they should contact the Headteacher or Deputy Headteacher. Parents and carers must always allow the school to deal with any incidents of bullying, racism, sexism homophobia or other forms of discrimination rather than taking the law into their own hands, and attempting to deal directly with the (alleged) perpetrator or their parents or carers.

Staff and Governors

All new members of staff and governors are given their own copy of this policy statement. It is included on the school website and reference is made to the policy in the School Handbook. Detailed procedures have been developed to ensure that everything in this policy statement actually happens. This policy statement will be reviewed regularly by governors and staff

Staff will treat each other and all pupils and parents and carers with respect. Disrespect for any individual will never be ignored or tolerated. Staff will ensure that pupils (and other staff) feel safe and free to learn by following guidelines and regulations described in our Anti-Bullying Policy. They make sure pupils get to know each other by working and learning together in the classroom.

Teachers and teaching assistants will be fully supported and trained to meet the complex needs of all the individual pupil in their care. The needs of pupils with severe behaviour and emotional needs will have an equal entitlement to additional help and resources as those pupils with severe learning and/or physical needs.

Policies, displays, notices, meals, uniform in the school will reflect the entire pupil population in terms of ethnicity, language, race, gender, sexuality and disability. Positive images of pupils will be used to illustrate the school's commitment to inclusion and equal opportunities. Teachers will examine the ideas and images in books, and other resources and will challenge negative images and give all pupils positive images with which to identify.

Staff at all levels will seek to develop strong positive links with the homes and communities from which pupils come. The school values the fact that some pupils and adults in our school community are bilingual and will encourage the teaching and use of community languages. Staff training and development on inclusion and equal opportunities will be a priority. Through this training staff will make every effort to understand the origins and nature of discrimination of all kinds and to recognise their own prejudices.

All staff members are expected to support and value each other. Any forms of harassment and bullying amongst staff will not be tolerated and should be reported immediately to the Headteacher or the chair of governors. The systems and structures are in place to support staff needs and to ensure that all new staff are inducted and able to be effective in their role. On-going development and training are an entitlement for all members of staff.

Concluding Comment

The school recognises its commitment both to its members (pupils, all staff, parents and carers, and governors) and to the wider community, based on the principle of the promotion of self-respect and respect for others. The school operates a policy of 'equal opportunities'. This seeks to foster all individuals' abilities and recognise two fundamental principles. The right of equal opportunity for each individual brings with it the responsibility of each individual to respect those rights for others, and the needs of one individual are not identical with those of another. The governing body, Headteacher and staff have the responsibility both to recognise the individual's needs and to respond positively to them.

Reviewing

The policy will be reviewed on an annual basis.

Next school review: **September, 2026**