

**Long Ditton St Mary's**  
Church of England (Aided) Junior School



**EQUAL OPPORTUNITIES POLICY**

**November 2006**

## **EQUAL OPPORTUNITIES POLICY**

### **Staff**

Long Ditton St. Mary's is a Voluntary Aided Church of England Junior School and we confirm our opposition to any form of unfair discrimination in employment and commit ourselves to a comprehensive policy of equal opportunity. The aim of this policy is to ensure that the recruitment, selection, training and promotion of staff are based solely on the criteria of merit and ability and that no job applicant or employee will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, domestic circumstances, age, sexuality, disability, trade union activity, political or religious beliefs.

This school is also opposed to discrimination in any form either direct or indirect, to victimisation or harassment. Harassment involves behaviour, deliberate or otherwise, directed at an individual, that is found to be offensive to the recipient, and that might threaten an employee's job security or create an intimidating environment.(see also Code of Conduct for all staff)

### **Pupils**

It is our aim to ensure that all pupils:

- receive an education in which there is positive representation of diversity and accurate information;
- have equal access to all aspects of education irrespective of race, sex, class, physical disability, academic ability or religious beliefs;
- develop a greater awareness and understanding of the shared values of society and show mutual respect for features of diversity;
- develop the skills, knowledge and understanding which will enable them to be critically aware of what they see, hear and read.

### **Attitudes and Expectations**

The Headteacher, all staff and Governors will monitor the implementation of the equal opportunities policy and ensure that:

- strategies are employed which support the development and high esteem amongst all staff and in all pupils;
- all staff and pupils are encouraged to broaden their horizons and expect progressively more of themselves;

- all staff and pupils are encouraged to develop positive attitudes towards diversity;
- the contribution of the whole School community is valued irrespective of race, gender, ability or religious beliefs;
- judgements about staff and pupil potential are not based on cultural, gender, or ability stereotypes;
- the curriculum is designed to enable all pupils to have access to the same range of opportunities.

### **Partnership**

It will also be our aim to ensure that:

- both teachers and pupils are encouraged to share the responsibility for learning;
- parents are encouraged to be involved in decisions relating to the education of their children;
- Governors, teachers, ancillary workers, parents and pupils are involved in the development and implementation of equal opportunities policies;
- parents and pupils are fully aware of the school's commitment to the principles and practices of equal opportunities;
- all members of the school community are kept informed about developments relating to the education of their children.