

EQUAL OPPORTUNITIES POLICY

It is the intention of Nether Stowey School that no-one shall suffer discrimination in the provision of education on the basis of their sex, racial origin, religious belief, physical or mental disability.

The Pupils

We try to ensure that pupils have access on an equal basis to all activities which take place within the school, be they formal, informal, or extra-curricular.

We recognise that in some instances positive discrimination may be needed to redress patterns of inequality which may have developed in particular groups or areas. For example:-

- a) stereotypical attitudes towards boys and girls and the role they play should be challenged.
- b) non-traditional activities should be encouraged and supported.

Particular attention has, therefore, to be given to activities in which options are exercised to ensure the widest possible range of choices is available to all pupils.

We recognise the need for a safe area of play where the majority of children can enjoy their recreation without one activity being allowed to dominate, for example, football.

We recognise the need to foster a positive attitude towards other cultures and religions. If our children are to play a full part in a society which is becoming more ethnically diverse they need information about the backgrounds and traditions of the variety of racial groups alongside whom they may live and work. In order to develop and foster this positive attitude we need to ensure that the resources we use in school such as wall displays, books, music, assemblies, videos, are reviewed periodically paying particular attention to this multi-cultural aspect of education. In the case of any children from ethnic minorities within our school we need to be particularly aware of any traditions which may differ from those of our own society and endeavour to accommodate them as appropriate.

We recognise the need to raise an awareness in our pupils of the needs and difficulties faced by anyone in our society with a physical or mental disability. We acknowledge the value of the link which Nether Stowey School has with Penrose school in Bridgwater - children from Class 6 visit Penrose on a regular basis and Penrose pupils return the visits - in raising this awareness.

We recognise that school publications will need to reflect our commitment to Equal Opportunities.

We also recognise that the physical nature of our school site - split level with numerous sets of stairs - presents obvious physical obstacles to

anyone with a physical disability. We do foresee problems of access to

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the full site, but should the need arise we will make every effort to ensure the necessary modifications take place and would call in the necessary expertise to advise us.

Within the School charging policy it shall be made clear that, with regard to educational activities for which financial contributions might be invited from parents, no child shall be excluded from any activity as a result of inability to subscribe.

Our approach to equal opportunities must be a whole school approach. Anyone involved with the children in any capacity within the school should comply with the objectives of this policy.

The Staff

We recognise that recruitment procedures are in accordance with LEA legal guidance which reflect the principles of Equal Opportunities and that these are for all staff - teaching and non-teaching. There is a shared understanding that the best person will be selected for the job regardless of gender, race, age or disability.

All staff have the opportunity to go on courses for professional development.

We shall do our best to ensure that all members of staff are aware of the schools policy for Equal Opportunitites and their own part in helping to make it work. We shall try to ensure that this policy is communicated effectively to all members of the school community.