



LOCATION: CURRICULUM HANDBOOK, DOCUMENT 35

## **Single Equality Scheme (SES) Appendix 5d**

### **EQUAL OPPORTUNITIES AND GENDER EQUALITY POLICY**

*“This policy should be read as part of a collection of policies that together form the overall Safeguarding Policy and procedure for Abbey Court School.”*

*This policy forms part of a group of policies which outline how Abbey Court School promotes equal opportunity and deals with discrimination. It should be read in conjunction with:-*

*The Community Relations Equality and Diversity Policy*

*The Race Equality policy*

*The Multi-cultural policy*

*The Equal Opportunities and Gender Equality policy*

*The Community Cohesion policy*

#### **1. Introduction**

- 1.1 At Abbey Court School we value and celebrate the rich multicultural and strong community links of pupils, staff and other stakeholders. Every member of the school is regarded as of equal worth and importance, irrespective of his/her creed, culture, class, race, gender, sexuality and/or disability.
- 1.2 We are committed to forming strong links with the local community.
- 1.3 We aim to give all pupils the opportunity to achieve highly taking into account the pupils' varied experience, needs, cultural diversity, religious beliefs, gender, disability, racial equality and sexual orientation.
- 1.4 We offer a broad and balanced curriculum to all pupils. A good education for all our pupils is possible only if equal opportunities practices are an integral feature of all aspects of the life of the school. Equal Opportunities practices should be evident in
  - 1.4.1 the formal curriculum (the programme of lessons);
  - 1.4.2 the informal curriculum (extra-curricular activities); and
  - 1.4.3 the 'hidden' curriculum (the ethos of the school, the quality of personal relationships etc).
- 1.5 We celebrate the achievements, attitudes and well-being of all our pupils.
- 1.6 All members of the school are aware of our equal opportunities policies. This includes pupils, teaching staff, education support staff, governors and parents.
- 1.7 Any member of the school acting in a manner contrary to the spirit of the policy will be made aware of the unacceptable nature of his/her behaviour.

## 2. SMSC

Abbey Court School makes effective provision for spiritual, moral, social and cultural (SMSC) aspects of learning and thus promotes the development of the whole child. Abbey Court School values highly its work in personal, social, health, sex and relationship education and citizenship. We want pupils to become responsible adults and supportive citizens and seek to create an ethos and climate in the school which will help them to flourish as young people, therefore, we actively promote and evaluate pupils' spiritual, moral, social and cultural development.

The four SMSC aspects are connected and the school's provision for one area will often make an impact on another, eg. when pupils listen to music from different cultures this may also make an impact on their spiritual development. Activities to promote moral development are also likely to have an impact on social development. The school provides opportunities to promote these aspects of pupils' development, within the curriculum. Each subject policy therefore enables staff to be clear about what it means to promote development in these four areas, within each subject. This is further supported through the subject schemes of work and the SMSC Examples.

## 3. Implementation

- 3.1 At Abbey Court School we acknowledge our responsibility to eliminate discrimination in School and to promote the values of cultural and ethnic diversity so that all pupils are prepared to play their part in a multicultural and ethnically diverse society.
- 3.2 We seek to ensure that all pupils have equal access to a full range of educational and social opportunities.
- 3.3 We do not discriminate against anyone on the grounds of religion, ethnicity, gender, age or disability.
- 3.4 We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone.
- 3.5 We value each pupil's worth. We celebrate the individuality and cultural diversity of our school community and we show respect for all minority groups.
- 3.6 We have a well-established disability awareness scheme.

## 4. School Policies

- 4.1 All policies at Abbey Court School have the explicit aim of promoting equality and will be reviewed in terms of their contribution and effectiveness of achieving this aim.

## 5. Curriculum

- 5.1 Abbey Court School provides a broad and balanced curriculum for all pupils. We aim to:
  - Set suitable learning challenges for all pupils;
  - Respond to pupils' diverse learning needs;
  - Overcome potential barriers to learning and assessment for individuals and groups of pupils;
  - To provide a fully inclusive learning environment.

- 5.2 We recognize that all curriculum areas present opportunities for encouraging respect and tolerance of diversity.
- 5.3 The curriculum ensures that pupils' entitlement does not change regardless of the nature of their SEN – all pupils have an inclusion plan which ensures they have access to all curriculum areas which are differentiated to meet pupils' needs.
- 5.4 Subject leaders ensure that resources are appropriate and reflect and celebrate ethnic and cultural diversity. This is reflected in Schemes of Work, Coverage Plans and Curriculum Planning.
- 5.5 We endeavour to make Abbey Court School welcoming to all minority groups. We promote an understanding of diverse cultures through the topics studied by the children and we reflect this in displays.
- 5.6 We are committed to seeing all individuals and groups of pupils making appropriate progress in school.

## 6. Integration and Inclusion (Community Links)

- 6.1 Abbey Court School is committed to working in partnership with the local and wider community to promote equal opportunities including community cohesion.
- 6.2 Various groups are invited into the school to join in the celebration of cultural and religious festivals – eg Family Trust, Divali, etc.
- 6.3 Efforts are made to ensure that the Governing Body reflects the ethnic profile of the school population and community.

## 7. Racial Incidents

- 7.1 At Abbey Court School we do not tolerate any form of racial or equality harassment or abuse and we have a comprehensive Racial Equality Policy in place.

## 8. Sex and Disability

- 8.1 Abbey Court School is an all inclusive school and no discrimination is made with regard to pupils or staffs sexual orient.
- 8.2 Positive role models are provided in all cases.
- 8.3 All pupils are given equal access to the curriculum which is differentiated to meet their individual needs.
- 8.4 All pupils are encouraged to take part and boys and girls receive a curriculum appropriate to their needs.

## 9. Staffing

- 9.1 Where appropriate, all staff have an entitlement to professional development in order to meet their own and pupils' needs.
- 9.2 Diversity in staffing is valued.

9.3 Abbey Court School employs a teaching assistant with responsibility for supporting pupils and parents with English as an additional language (EAL support).

## 10. Home/School Links

10.1 Home/school links begin prior to pupil entry.

10.2 Parents are encouraged to share information regarding cultural, religious belief and customs when their child starts school.

10.3 Where appropriate, arrangements are made to support parents for whom English is an additional language – eg translation/interpretation.

10.4 All parents are encouraged to participate in school activities and special events.

10.5 Parents are consulted on school policy in relation to equal opportunities and race equality.

## 11. Monitoring and Evaluation

11.1 The Equal Opportunities and Race Equality policies are reviewed regularly in line with school policies.

11.2 Equality monitoring of pupils and staff ensures equality of opportunity – eg questionnaires, job applications, etc. and will be used to inform and develop future practice.

11.3 Pupil progress data is interrogated to identify any apparent differences in achievement between different cohorts of pupils. If and when these are identified action is taken to reverse any inequality

## 12. Gender

12.1 Abbey Court School is opposed to any direct or indirect discrimination based on gender.

We believe that boys and girls should have equal access to all aspects of school life, including the curriculum, subject choices and extra curricular. It may be necessary for pupils to receive different treatment in order to ensure that boy boys and girls achieve to their full potential. We will examine practice to ensure that boys and girls are given opportunities to achieve and that stereotyped expectations do not limit the experiences available. We will examine and evaluate teaching and learning styles to ensure that we use those most appropriate to pupil needs.

12.2 We promote approaches which provide equality of opportunity including:

- taking account of the interests and concerns of boys and girls by using a range of activities and contexts for works and allowing a variety of interpretations and outcomes across the curriculum.
- avoid gender stereotyping when organising pupils into groups

## Evaluation and Review

This policy will be evaluated and reviewed in light of:

- Changes in the National Curriculum
- Ofsted
- Changes in Abbey Court's organization
- Local Authority guidelines and procedures
- Changes in legislation
- Changes in National/Medway Policy

This policy will be reviewed by the Governing Body in line with school procedures.

This policy should be read in conjunction with the Race Equality policy and Multi-Cultural policy.

Reviewed November 2020 (J Bosley)