

DOWNHAM SCHOOL AND HOSTEL

EQUAL OPPORTUNITIES POLICY

A. THE AIM

We see our main task as helping our pupils to understand that every person is valued as an individual no matter what their disability, colour, sex or culture. The whole ethos of the school and hostel will support this statement.

B. STATEMENTS OF PRINCIPLE

1. Discrimination on the basis of colour, culture, origin, sex or ability is unacceptable in this school and hostel.
2. Every pupil and staff member will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for, and appreciation of, each other as individuals.
3. The primary objective of this school will, therefore, be to educate, develop and prepare all our pupils, whatever their sex, colour, culture, origin or ability, for life in Britain.
4. An equal opportunities philosophy will be practised by all staff.

C. PRACTICE

1. Admission

which The school follows the LEA/Governing Body Admission Policy, does not permit, sex, race or colour to be used as criteria for admission.

2. Registration

Pupils' names should be accurately recorded and correctly pronounced. Pupils should be encouraged to accept and respect names from other cultures.

3. Discrimination

All forms of discrimination by any person within the school are to be treated seriously.

- a) Pupils
If there are incidents involving pupils then the matter will be dealt with by explaining to that pupil the inappropriateness of their remark or action, and positive reinforcement given.
- b) Staff
In all staff appointments, the best candidate will be appointed, based upon strict professional criteria. All staff should be aware of possible cultural assumptions and bias within their own attitudes.

4. THE CURRICULUM

All pupils will have access to the school's curriculum. This will be based on the teaching of the National Curriculum and social and life skills. It will be broad, balanced, relevant and differentiated to promote the maximum development of each individual.

All pupils, regardless of their sex will be given access to the whole curriculum including sporting and leisure pursuits.

Unintentional discrimination or stereotyping, e.g. assumptions about the appropriate roles of men and women or girls and boys, will be discouraged.

5. RESOURCES

The school's aim is to provide for all pupils according to their needs, irrespective of sex, ability or ethnic origins.

Whenever possible, staff must ensure that the resources used in all curriculum areas are multicultural and non-sexist, containing positive images of all groups.

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Variety should be evident in the morals, stories and information to children. Pupils should have access to accurate information similarities and differences between cultural groups.