

# **Bell's Brae Primary School**

## **Equal Opportunities Policy Statement**

**June 2003**

## **Introduction**

It is a legal requirement to prevent discrimination on the grounds of race, culture, religion, sex, age, ability and special needs and to ensure that facilities for education are provided without direct or indirect discrimination.

All schools are required to produce a policy, which ensures that steps are taken to counter the pressures that are placed on children to conform to traditional roles.

Accepting that schools can only have a limited effect on breaking down barriers to equal opportunities it is important that the following areas are regularly monitored and adapted to ensure that they support and are not working contrary to the provision of equal opportunities :

- the context and content of the curriculum
- teaching methodology
- teaching materials
- the structure of the timetable
- social education

## **Policy Statement**

- Bell's Brae School recognises the importance of equality of opportunity for all children and aims to achieve this by ensuring commitment to the provision of readily accessible services and facilities and by ensuring fair and consistent practices which take account of the diversity of groups and individuals.
- Bell's Brae School will endeavour to promote an environment free from prejudice and unlawful discrimination and all staff will be responsible for ensuring that this is understood and adhered to by all school members.
- Bell's Brae School recognises that certain social and cultural influences may lead individuals or groups to being disadvantaged for reasons relating to culture, religion, gender, ability and special needs and therefore policies and procedures will be developed which counter discrimination in these areas.

## **Guidelines to Staff for Implementation**

1. Examine the use of language in school and refrain from using terms, which use race, religion or disability as a form of abuse or denigration and actively discourage the use of such terms by pupils.
2. Examine the content of the curriculum to ensure that equal opportunities are promoted.
3. Encourage all pupils to participate equally in all activities where possible, however individual needs/beliefs should be respected.

4. Consider the curriculum as a vehicle for promoting equal opportunity issues including positive images of roles, gender, cultures, religions and abilities.
5. Opportunities should be taken by teachers during discussion to encourage pupils to express opinions on the subject of equal opportunities.
6. Review the curriculum content so that all courses are appropriate to suit the varying needs of all pupils.
7. Examine the nature of reward and punishment to ensure all pupils receive equal praise for achievement and equal punishment for misdemeanours.
8. Encourage all pupils to play and work co-operatively. Do not segregate boys and girls for organisational purposes.

**These guidelines should be shared with any visiting speakers prior to their visit to the school. Any presentation should comply with these guidelines.**

## **The School as a Place of Employment**

Bell's Brae School takes note of Shetland Island Council's Policy on Equal Opportunities, as follows :

"The authority is equal opportunities employer. The aim of the policy is to ensure that no job applicant or employee receives less favourable treatment on grounds of sex, age, disability, race, colour, nationality, ethnic or national origins, marital status, being lesbian or gay, family responsibility, trade union activity, class, political or religious belief.

Selection criteria and procedures will be kept under review to ensure that individuals are selected, promoted and treated on the basis of their relative merits and abilities. All employees will be given equal opportunity and, where appropriate, special training to progress within the organisation. The authority is committed to a programme of positive action to make this policy fully effective and to monitor progress."

All staff should be aware of, and valued for, the unique contribution they make to the life and work of the school.