



## Hereford Cathedral Junior School

### Equal Opportunities Policy

**This policy applies to all pupils and staff at Hereford Cathedral Junior School including those in our EYFS settings**

We never discriminate against anyone because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

At Hereford Cathedral Junior School we are committed to providing a broad, balanced and accessible curriculum that allows all our children to be included in every learning experience. All children will be respected and their individual and potential recognised, valued and nurtured (This policy should be read in conjunction with our Admissions Policy.)

We aim to provide opportunities which neither encourage nor reinforce stereotypical images but which help each child begin to develop a respect for the rich and varied culture of the world in which we live. We celebrate both individual similarities and differences whilst also establishing a respect for and understanding of the individual.

#### **Procedures.**

Staff will endeavour to ensure that all children are given support to participate in all activities, experiences and receive a broad and balanced curriculum. Staff will carefully consider the need for equality of opportunity when planning topics, activities and learning experiences. When necessary, we will modify activities or provide additional materials, resources, equipment or support to help enable each child to access a full curriculum.

Children will be given opportunities to find out about a wide range of cultures, faiths and beliefs. Children will listen to and read stories and poems from different cultures and see pictures relating to these cultures. Children will be introduced to people of different faiths, cultures, gender, race and abilities through the curriculum and topic planning.

Staff will be aware of the need for sensitivity and ideas will be introduced in a non-discriminatory manner in order to help children develop positive attitudes towards the differing cultural, ethnic and religious values of the world.

Staff represent important role models for the children and we aim to employ a team which recognises the importance of equal opportunities for all. Any discriminatory language, behaviour or remarks by children, parents or any other adults are considered unacceptable and will be challenged. ((This policy should be read in conjunction with our Behaviour Policy.)

#### **Inclusion**

Within the stated aims of the school, all reasonable steps are taken to ensure that children with individual educational needs are given appropriate support so as to enable them to

benefit from the curriculum. Within the classroom, the teacher or key person is responsible for meeting the needs of individual children. They may differentiate or modify the teaching and learning to meet the needs of children with disabilities and/or learning difficulties.

The Head of Learning Development is responsible for assessing children with learning needs and coordinating additional support. In conjunction with the class teacher, following assessment, he/she will plan an appropriate programme of support, which will be drawn up on an IEP. This may include advice for in-class strategies and resources, small group work and/or a maximum of two individual weekly lessons with the Head of Learning Development or with another member of staff. At all stages, parents are kept fully informed and have regular discussions with the Head of Learning Development and/or class teacher. Progress is regularly reviewed. Children of concern and the individual needs of children are regularly discussed at staff meetings. (This policy should be read in conjunction with our LDD Policy.)

### **Working with Parents**

As a school we are committed to work in partnership with parents and have parents' evenings to discuss their child's progress and targets.

With parental permission, we work in partnership with other agencies to support children's individual learning.

With regard to food, we work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.

### **Employment**

We try to ensure that all who wish to work, or volunteer, in our school, have an equal chance to do so and that this policy is applied during the staff appointment process. Posts are advertised and all applicants are judged against explicit and fair criteria. Applicants are welcome from all backgrounds and posts open to all. The applicant who best meets the criteria is offered the post, subject to references and other pre-employment checks. A member of the interview panel will have had training in the Safer Recruitment of Staff.

Last Review Date: 1.9.17  
Reviewer: CMW