



## **PARK HILL SCHOOL**

### **EQUAL OPPORTUNITIES POLICY**

This document sets out our school's policy on Equal Opportunities. We aim to challenge any form of institutional bias or personal prejudice. It is essential that everyone fully understands the principle and operation of the policy and that we all accept responsibility for its overall effectiveness. This policy will be given to all staff.

#### **AIMS**

The objective of this policy is to challenge discrimination in all areas of our organisation. We intend to ensure that the school reflects and meets the needs of the pupils and parents of Park Hill School and to incorporate equal opportunities into all areas of our work.

We aim to:

- Recruit staff as diverse as the children in the school.
- Increase awareness and understanding of everyone within the school; of individuals who might be different from us.
- Provide school equipment (including books and toys) which reflects different cultures and beliefs.
- Celebrate festivals from many cultures to foster the joy and richness of diversity.
- Provide a physical environment that maximises access for pupils, parents, staff and visitors to our educational facilities. Any new building or adaptations will be planned with this in mind.
- Ensure that we have the highest expectations for every child and are not influenced by stereotypes of race or disability.
- Have buildings which are safe and comfortable places.
- Involve specialist agencies or seek specialist advice, where necessary, to meet individual needs.

- Acknowledge differences and share special moments in a respectful way e.g. Show and Tell.
- Provide opportunities for children to have English as an Additional Language lessons to increase their access to the curriculum lessons in English.

### **STATEMENT OF INTENT**

We recognise that certain groups and individuals in our society are discriminated against because of their race, colour, ethnic or national origin and/or gender. Accordingly, we are strongly committed to positive action to remove and/or counter discrimination in all aspects of our work; in our practice as employers, in the way we work with other organisations and in all our work with children, families and others.

### **IMPLEMENTATION**

Equal opportunities are considered in all aspects of the service provided by Park Hill School. We regularly monitor and review our Equal Opportunities Policy.

Language or behaviour designed to be offensive to any individual and/or group outlined in our statement is unacceptable and will not be tolerated in the school.

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