



# Thornaby Church of England Primary School

## Equal Opportunity Policy

At Thornaby Church of England Primary School, we aim to provide equality of opportunity for all children whatever their age, ability, gender, race, religion or background.

### **Aims**

Our school aims to be an inclusive school, where equality of opportunity is a reality for all our children and for our staff.

The Mission Statement and school ethos underpin our commitment to equality.

### **Implementation**

Our school provides equality of opportunity to all groups:

Male and female

Minority ethnic and faith groups

Children whose first language is not English

Children with special educational needs

Children with disabilities

Gifted and talented children

### **Staff**

We promote fairness and justice for all.

We ensure that all pupils are treated with respect

We do not discriminate against any child

We ensure that all pupils have equal access to the full range of educational opportunities provided by the school

We strive to remove any forms of discrimination, either direct or indirect that may form barriers to learning or to the development of any child or group of children.

We challenge stereotyping and prejudice.

## **Teachers ensure that children**

Feel secure and know that they are valued  
Appreciate and value the differences in others  
Are encouraged to participate in all aspects of school life

## **The Head Teacher's role**

is to implement the school's equal opportunities policy  
is to ensure that all staff are aware of the policy and apply it fairly in all situations  
is to ensure that the principles of equal opportunity are promoted within the curriculum  
is to treat all incidents that contravene this policy with due seriousness

## **The Governors**

have set out their commitment to equal opportunities in their endorsing of this statement.  
will monitor the effectiveness of this policy and amend when required  
will take into serious consideration any complaints regarding equal opportunity issues from parents, staff and pupils.

October 2008 - Revised October 2010  
Revised October 2012  
Revised October 2014  
To be reviewed October 2016  
Revised October 2016  
To be reviewed October 2018  
Revised October 2018 - to be revised  
October 2020