

***Skelton
Primary School***

***Policy for
Equal Opportunities
including Education for
Ethnic Diversity***

POLICY FOR EQUAL OPPORTUNITIES

Gender

We aim, within Skelton Primary School, to provide equality of opportunity for all children whatever their age, ability, gender, race or background. We want all our pupils to achieve their full potential during their time with us. To achieve this, we work to ensure that our expectations, attitudes, and practices – in particular those relating to gender – do not prevent any child from reaching their potential.

We recognise that a child's self perception can be influenced by his/her environment and so we aim to enhance our children's self-esteem and self-confidence by positively working to reduce any gender bias and promoting equality of opportunity.

At the same time we are aware that as children mature and their relationships develop, their perception of gender alters. We also recognise that such perceptions are influenced by other factors including home, peer group and the media.

As a school we work to incorporate the DfES and Redcar & Cleveland Borough Council's guidelines for Equal Opportunity into our primary practice. Certain strategies are employed to ensure that the cross-curricular dimension of equal opportunity permeates all of the life and work of the school.

Children of both sexes have equal opportunity within and equal access to all areas of the whole school curriculum. This includes both the Programmes of Study and Attainment Targets for the National Curriculum subjects; other subject areas currently outside the National Curriculum and areas such as extra-curricular activities. Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.

- Efforts are made to recognise and be aware of the possibility of gender bias in both our teaching and learning materials and our teaching styles
- Materials are carefully selected for all areas of the curriculum so as to avoid sexual stereotypes and gender bias
- Teacher time, attention and all resources are given equally to boys and girls
- All children are encouraged to work and play freely with others regardless of gender
- Opportunities are given for children to work with teaching and non-teaching staff of both sexes

Teaching and other groupings, such as dinner queues, assembly seating, lines for dismissal, classroom seating and playground areas are organised on the basis of criteria other than gender, for example, age, ability, friendship.

Equality for all is recognised when giving/delegating responsibility and noting the achievements of both staff and children, regardless of gender.

- Discipline procedures – notably rewards and sanctions are used regardless of gender
- Our school uniform policy reflects equality of opportunity for all children
- Children and all staff are encouraged to value each other and build up and maintain cooperative working relationships both within school and in the community, such relationships being based on mutual respect for each other

Any differences involving gender which arise inside or outside the classroom are dealt with sensitively and are discussed with the children.

All teaching and non-teaching posts are not gender specific. Both men and women are encouraged to teach all age groups. All staff have equal access to in-service training and posts of responsibility.

Practices and approaches involving equal opportunity in terms of gender issues are regularly reviewed by all members of staff.