

## **West Meadows Primary School**

### **Equality of Opportunity Our School Policy to Oppose Discrimination**

#### **Our School**

West Meadows Primary School is a lively and forward looking school which aims to create a school community with a positive calm and caring atmosphere in which children learn to value themselves, each other and the world in which they live.

Equal opportunities which reflect individual emotional, social, intellectual and physical needs are provided for each pupil irrespective of gender, ability or race and positive attitude towards learning are developed.

Each individual is encouraged to reach her/his full potential through quality first hand experiences and a broad, balanced and meaningful curriculum which is carefully planned to ensure continuity and progression in learning.

There is a strong emphasis placed on high standards of work, of consideration for others, of self confidence, self discipline, trust and reliability amongst all members of the school community.

The school environment is warm, welcoming and healthy and reflects and promotes the quality in which the school believes. Ownership of the school, of its environment and of its beliefs rests with all who are involved with it, this being felt critical for the promotion of such quality.

## **Our Beliefs**

We believe that genuine equality of opportunity is a right for all who are associated with the school. Whilst acknowledgement that it is a fact of life we strive to eliminate all forms of discrimination with the aim of ensuring equality of opportunity for all. The school, its pupils and all who work in it will work towards the creation of an environment in which there is an equality of opportunity for all. We will integrate equality into all aspects of school life and oppose discrimination in all forms.

We will do this by:

- Ensuring that equality operates in all of our teaching and learning
- Actively promoting equality throughout the school curriculum and the work contained within it
- Ensuring that equality operates in our employment practice
- Influencing all who come into contact with our school
- Promoting equality within our local community
- Promoting Social Inclusion

## **Legislation**

**The following Acts all legislate against discrimination:**

- **The Race Relations (Amendments) Act**
- **The Sex Discrimination Act**
- **The Disability Discrimination Act**
- **The Human Rights Act**

Whilst recognising the Acts we have adopted the position of ensuring that we do not discriminate on any grounds because of their legal requirements but also because we believe that discrimination on any grounds is wrong and that equality of both treatment and opportunity will be afforded to all.

**Through our policy we will actively:**

- Promote equality of opportunity between disabled and non-disabled people within our school and its community
- Promote equality of access to all that school provides
- Continue to break down any barriers which are associated with Race, Gender and Disability.
- Ensure that all at our school are actively engaged in promoting a culture of equality
- Empower everyone at our school to challenge each other should they witness any discrimination
- Promote equality issues within our wider community
- Meet the needs of all in our school
- Continually review the effectiveness of our actions