

Equal Opportunity and Education Policy

Kingstone School considers itself to be a community in which each individual's needs should be recognised and each of its members' talents and aptitudes should be fostered. It is as a living and caring community that the school is committed to a policy of equal opportunities for all its young people, parents and staff.

The school will actively promote equal opportunities and will not discriminate against anyone on grounds of their racial or ethnic origin, gender, religious beliefs or their disability. This policy extends to the recruitment and admissions procedures, the learning curriculum, the school organisation and management and community links.

Learning is the entitlement and responsibility of every member of the school community. Everyone in the school community has a right to feel safe, comfortable, secure, equally valued and respected with the right to grow and change, free from prejudice, stereotyping, harassment and bullying and negative discrimination.

Policy Aims

- To promote equality of opportunity.
- To promote an understanding of the contribution that education can make in encouraging positive and questioning attitudes towards Equal Opportunities in the context of the wider community.

Purpose of Policy

1. To promote self esteem and to foster the social and emotional growth of each child throughout school life and in particular through the school's pastoral system and PHSCE curriculum.
2. To ensure that both boys and girls have a full entitlement to a broad and balanced programme and opportunities.
3. To provide, through the behaviour of all staff towards each other and towards children, an example that will encourage children to grow up conscious of the importance of equal opportunities and respect for others.
4. To respect the cultural and ethnic diversity of children, parents and staff, welcoming the enrichment of the environment which this brings and to foster positive attitudes towards our multi-cultural society.
5. To make use of opportunities within the life of the school to increase awareness of other value systems and to forge links with the wider community to promote an understanding of and respect for others.

Relationships with other School Policies

The policy should be reviewed annually in relation to the aims and content of other school policies such as:

- Race Equality policy.
- Anti-Bullying policy.
- Assessment.
- Gifted and Talented.
- SEN.
- Recruitment.

Monitoring, Assessing and Reviewing the Policy

The following information will be used by the Senior Leadership Team and the Governing body in monitoring the effectiveness of the policy:

- PASS data on pupil attitudes.
- Workforce profile against the national/ local community profile.
- Data on recruitment, promotion and take up of training opportunities.
- Feedback from pupil surveys.

Policy ratified by Governing Body – 2nd November, 2011