

Narberth School



Equal Opportunity Policy

February 2023

Our School

School Mission: *Together, we will work to provide a safe, happy and welcoming environment. The 'learning today' will be inspired by a high standard of teaching and learning, and in 'aspiring towards tomorrow' we will create successful and confident learners by building on the strengths and talents of each individual. We will develop the skills, knowledge and attitude a child will need to make an effective contribution and grow into responsible citizens of the future.*

Equal Opportunity Policy

Staff member responsible for policy implementation - Mrs. K. Moore

This policy outlines the commitment made by Narberth School and its Governing Body as well as the actions it plans to take to make the promotion of racial equality integral to the way in which the school works with its pupils, staff and parents.

School Context

Narberth School is a predominantly white community with a few families of ethnic origin. Most children attending the school have English as their first language. We are a totally inclusive school, promoting equality for everyone.

Aims and Values

This equal opportunity policy is built on the school's core values and ethos, which are demonstrated by all. Narberth School aims to tackle all equality issues. The Governors and staff of the school believe it is essential to nurture individuality within a caring, respectful environment where all people have an equal right to participate in all social, educational and training activities offered. We feel that every person connected with our school will feel their individual needs, rights and cultural background are respected, so ensuring inclusion for all.

We aim to promote good relations between all people connected with our school either as pupils, staff, parents or community members. This will take into account ethnicity and race, culture and language as well as gender, religion, sexual orientation, gender identity and reassignment, pregnancy, maternity and breast feeding, age, marriage and civil partnership, ability, disability and social circumstances.

Our activities will encompass all areas of school activity including:-

- * Progress, attainment and assessment
- * Behaviour, discipline and exclusions
- * Pupil's personal development and pastoral care
- * Teaching and learning
- * Admissions and attendance

- * Curriculum
- * Staff recruitment and professional development
- * Partnerships with the Governing Body, parents and communities.

Management and Governance

The school is committed to:-

- * Being proactive in promoting equality and good relationships as well as tackling any incidences of discrimination that may occur.
- * Encouraging, supporting and enabling all pupils and staff to reach their full potential
- * Respecting and valuing differences between people
- * Preparing pupils for life in a diverse society
- * Ensuring that an inclusive ethos is established and maintained³
- * Opposing all forms of discrimination, prejudice and harassment
- * Ensuring that the policy is followed

The Responsibility for equal opportunities sits with:-

(a) Governing Body

- * Ensuring that the school complies with Equal Opportunity guidelines
- * Ensuring that the policy and its related procedures and strategies are implemented

(b) Headteacher

- * Implementing the policy and its related procedures and strategies
- * Ensuring all staff are aware of their responsibilities and are given appropriate training and support
- * Taking appropriate action in any cases of discrimination

(c) All staff

- * Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping
- * Positively promoting equality and good relationships

* Keeping up to date with equal opportunity legislation by attending training and information opportunities

(d) People with specific responsibilities

* Having a member of staff, or school governor responsible for co-ordinating equality work and for dealing with reported incidents of discrimination or harassment. For us at Narberth School, this is dealt with by the Headteacher and Chair of Governors.

(e) Regular Visitors

* Being aware of, and complying with, the school's equality policy

Assessment and Monitoring

The school has specific duties to assess and monitor the impact of its policies on pupils, parents and staff. The school will do this by answering questions (listed below) referring to all areas of school life. This will be carried out on a yearly basis, each summer term when the main monitoring and evaluation is completed. Questions to be addressed are as listed below:-

• **Is the school ensuring that it has high quality expectations of all pupils and is committed to encouraging and enabling all pupils to achieve the highest standards?** All children are set targets within each lesson (lesson objectives/ learning outcomes) and staff monitor their achievements in relation to this on a daily basis. All children are given teacher assessments for either Year 2 or Year 6 achievements in relation to the National Curriculum Levels each summer term. All children are tracked using standardised tests and more informal assessments throughout their primary schooling so that there is continual evaluation of our support levels. Children are assessed in their own right as individuals, no matter what their ethnic background or gender.

• **Is the school recognising and valuing all forms of achievement?**

Whatever the child's ability level their achievements are recognised in several ways:

- mention in special assembly
- feedback from the teacher, written or verbal
- a sticker
- sending them to show another teacher their work
- marble in the jar
- Share pupil's work with parents on seesaw
- value token

Behaviour, discipline and exclusions

*** Is the school ensuring that its procedures for disciplining the pupils and managing behaviour are fair and equitable to pupils?** The school's behaviour policy shows that it is based upon a positive reward system. Children of all ages, abilities and aptitudes are rewarded verbally and with stickers. Extra praise is awarded by any staff member for special effort or exemplary behaviour.

*** Monitoring by racial group**

We don't have enough pupils in various groups to monitor in this way. The attendance of each child in the school is monitored by the class teachers on a daily basis and then by the administrative officer and head teacher at the end of each term. Parents are advised if their child's attendance is low or is of concern because of a pattern in their absences. The school also works with the Pupil Support Officer.

*** Curriculum planning incorporating equality principles and positive attitudes to diversity**

These areas are mainly incorporated into the teaching of PSE, RE and Geography as well as Circle time. At present we have no need to alter our curriculum to suit the needs of individuals but if a need arises in the future we will vary our programmes accordingly. If appropriate, we use the LEA's EAL (English as an Additional language) staff to support with specific children.

Personal Development and pastoral care

* At present there are few religious groups represented other than Christian and only a minority of children with ethnic backgrounds. These children are treated as every other child within our school following our Christian ethos.

* If a problem of harassment arises we will support the children concerned and advise parents of the problem and the measures the school is taking. Any incidence of harassment will be recorded. If there is a necessity then outside support agencies would be asked to advise on any necessary measures to be taken.

Teaching and Learning

*** Are staff creating an environment where all pupils can contribute fully and feel valued?** The overall ethos of the school aims for this to happen. When appropriate Circle Time is used within each class and every person is provided with a chance to speak and have good things said about themselves by others to raise their self esteem. A school ethos based on positive reward systems is also beneficial in promoting this culture. Our Values Education teaches respect and tolerance for all. As all children learn best in different ways we try to vary teaching methods and styles as well as giving children the chance to work individually, in pairs or groups as well as be part of whole class teaching. As part of PSE, RE and Collective worship children are given guidance as to how to treat each other and members of the community, regardless of differences.

Partnerships with parents and communities

How is the school involving parents in the life of the school?⁶ The school asks parents to become involved as partners in the education of their children. They are asked to sign a Home/School agreement where there are commitments for both parties. Parents are also asked to offer help in school if they can. The school has an open door policy.

All communications with parents are written in a user-friendly way, and bilingually in English and Welsh. Should the need arise then we would use the LA service to arrange for documents to be translated into the required language.

Parents are asked to events that take place in school and have the opportunity to attend a parents' evening in the autumn term. Also, parents are invited to an open afternoon each term and are asked to come to school and talk through any problems they or their children may have.

Racism, racial harassment and school ethos

*** Is the school publicly promoting good personal and community relations?** Good staff / parent interactions are paramount in this and we try and bear this in mind at all times when dealing with parents – the school has an excellent ethos.

*** Is there training for staff to ensure they can deal firmly, consistently and effectively with discriminatory incidents should they occur?** The Headteacher is the named person responsible for this policy and she will pass on any training requirements or advice to staff.

*** How does the school ensure that pupils, parents and staff are aware of the procedures for dealing with discrimination and harassment?** As there are only a few people in this category informing everyone would at this time bring people's differences to the fore in an unnatural way. If there ever was an incident of discrimination or harassment then the parties concerned would be asked to register a complaint to the Governing Body who would set up a meeting of the Complaints Committee to deal with the situation. The LA would also be informed of any complaints received under this heading.

Staff recruitment and professional development

* All posts are advertised in the press, through the County Council advertisements in the local and national newspaper and sometimes on the school website.

* All Governors on the selection committee are reminded of the necessity that the only requirements candidates for interview must meet are the selection criteria and they, obviously, don't include anything that would involve discrimination.

* At least one member of this selection committee would be asked to attend a training session on this topic so they could ensure all on the committee are acquainted with the procedures.

* The LEA monitors all staff applying for jobs within their schools through the completion of the 'Equal Opportunities Monitoring Form'.

Signed (Chair of Governors)

Date