



BEECH GROVE PRIMARY SCHOOL POLICY FOR EQUAL OPPORTUNITIES

AIM

Beech Grove Primary School aims to provide equality of opportunity for all children and adults whatever their age, gender, ability, race, disability, sexual orientation or background. It is important to us that all members of our school community are encouraged to reach their potential and we will ensure that our attitudes, expectations and practices contribute to this.

MANAGING EQUALITY IN PRACTICE Admission

We will not permit gender, race, ability or disability to be used as criteria for admission.

Classroom Practice

- Teachers have high expectations of their pupils regardless of gender, race, ability or disability
- Good classroom practices ensure equal availability and access to adult support, resources and equipment.
- Staff recognise that children's self-perception can be influenced by their environment and so we aim to enhance our children's self-esteem and self confidence by working positively to reduce any gender bias and to promote equality of opportunity.
- Resources across the curriculum are chosen carefully to avoid racial, sexual or ability stereotypes and gender bias.
- Children are encouraged to work and play with others regardless of gender, race, ability or disability

Staff Recruitment

- Applications for vacant posts are encouraged from all members of the community.
- Teaching and non-teaching posts are not sex-specific, and both male and female staff are encouraged to teach across age groups and key stages.
- All staff have equal access to continuing professional development and to posts of responsibility.

Beech Grove Primary School complies with Middlesbrough Council recruitment procedures by inviting all applicants to complete the Recruitment Equality Monitoring Form which is then forwarded to Human Resources at our Payroll Provider.

Conditions of Employment

Conditions of employment and job descriptions are non-discriminatory. Maternity/paternity leave, religious holidays, part-time contracts and special leave will be dealt with in line with Middlesbrough Council procedures.

As a school Beech Grove Primary cannot eradicate inequalities in society, but we will work to provide equality of experience for all of our school community. John Dixon – July 2021