



NEWBOLD SCHOOL

Equal Opportunities & Inclusion Policy

*Reviewed December, 2024, by Mrs J Crissey & Mrs M Jennings
Ratified by Newbold School Board of Governors November 2024
Next review Autumn Term 2026*

Equality Objectives:

1. To create a culture where each individual is accepted and valued, irrespective of difference
2. To ensure our diverse range of nationalities and languages are recognised and respected
3. To create a racism/sexism-free environment for pupils and staff
4. To educate our children to value and strive for gender equality
5. To create a sense of belonging to Newbold School for all its members

Schools can have a major influence on the attitudes of society and of those we educate. We are in a powerful position to bring about change for the good. We aim to give confidence and promote awareness of the valuable contributions of all members of our society in keeping with the Equality Act 2010.

Within the philosophy of the school it is recognised that all children are entitled to full access to the curriculum regardless of race, religious belief, gender, physical or academic ability. Celebration of achievement must extend beyond academics and encompass acts of kindness, physical ability, drama, music, empathy and more.

It is recognised that the needs of each individual child must be met and if it transpires that we cannot meet those needs (e.g. lack of resources, lack of funding, lack of personnel), then parents must be informed as soon as possible so they can make alternative arrangements for their child's education.

Incidents of racism or sexism will be dealt with in a sensitive manner. Incidents will be recorded

Our PSHE curriculum will help to promote a positive image of all members of society, with particular reference to race/religious belief, gender, physical ability and special needs, as will our 'Respect times Five' programme (see Respect Times Five document for details).

Resources

Current resources and new acquisitions will be monitored to ensure the promotion of a positive image regarding race, gender and special needs.

Resources should meet the requirements of all the children, including those with special needs, to ensure full access to the 2014 National Curriculum for all Newbold pupils.

Environment →

The school's environment should reflect our commitment to a policy of equal opportunities for all.

Displays will in no way reflect anything other than a positive image of race, religious belief, gender, physical ability and special needs. Obviously, displays cannot attempt to include all of these equal opportunities all of the time, as display content is largely driven by the topics and learning of each term for each class and/or seasonal or current affairs topics, but within our displays, no matter what the topic, positive images will be presented at every suitable opportunity.

The school buildings have been inspected for access and the plans have been accepted by the governors. However, certain aspects of the school building cannot be altered (e.g. supporting walls etc...) but we will do what is possible to do to ensure equal access to and within our buildings for everyone's needs.

Staff

Every member of staff, teaching or nonteaching has a valued contribution to make to the life of the school. Each member of staff is part of a family-like team

It is recognised that the professional development of all staff enriches the resources of the school as a whole and this development is supported wherever possible.

The staff are aware of the dangers of allowing stereotypes to influence their expectations of pupils and, therefore, each member of staff ensures that all pupils are offered equal opportunities. Equally so, the headteacher values the opinions and advice of all members of staff regardless of their job title; words of wisdom and practical sense are valuable regardless of who speaks them. The headteacher will try to make time for everyone, bearing in mind that school life is busy and prioritisation must be at the headteacher's discretion. Obviously, suggestions made that could have a negative impact on any area of school life, despite good intentions, cannot be accepted.

Organisation

Every aspect of organisation throughout the school reflects our philosophy of equal opportunities.

Race

Children at Newbold School come from a variety of international backgrounds. The school accepts all children and their families as important members of God's family here on earth, regardless of race or nationality. Should any incidents of racism arise, regardless of how rare, these will be recorded, immediately dealt with and monitored for future or further action, if required. Children affected by racism (including the perpetrators) will be provided with appropriate support and learning.

Religion

Newbold School comes under the government umbrella of "faith" schools and as such the curriculum is taught through an understanding of Seventh-day Adventist Christianity and Bible teaching. The school is open, however, to children from all faiths and backgrounds, and respect is shown to each child and their belief system by staff and children. Should there be any incidents of prejudice being shown however, these will be recorded, immediately dealt with and monitored for

future or further action. Showing respect for the Seventh-day Adventist aspects of school life is also important.

Gender

Planning of the curriculum is monitored to ensure that there is no gender bias in timetabling or subjects.

Physical ability

The school ensures that every child regardless of their physical ability has full curriculum access e.g. swimming / P.E.