



# SHAPWICK SCHOOL

# EQUAL OPPORTUNITIES POLICY

## **1. INTRODUCTION**

Equal opportunities are fundamental to education. The policy should permeate all topics and subjects of a school's curriculum and in all areas of school life, and must be a major concern of all involved in education. Only through the promotion of equal opportunities is it possible to ensure that all pupils regardless of race, gender, background or special needs, receive the broad balanced and relevant education to which they are entitled, an education which will enable them to develop their potential to the full and to become skilled, confident and fulfilled members of society.

## **2. KEY FEATURES**

- The creation of an atmosphere in the school within which prejudice and stereotyping in all its forms can be recognised, challenged and eliminated.
- The increase of knowledge and understanding of issues relating to equal opportunities.
- The promotion of positive images and expectations.

## **3. CONTRIBUTION TO AREAS OF EXPERIENCE**

Equal opportunities principally contribute to the social and political area of experience. It also makes a significant contribution to the spiritual and ethical area. The concerns of equal opportunities pervade aspects of the curriculum within all areas including the boarding environment.

## **4. PRACTICE**

All pupils at Shapwick have experienced discrimination in their school life because of their specific learning difficulties. One of the strengths of our school life is that pupils are 'not different' because they have difficulty with their reading, writing, personal organisation etc. In that way pupils are generally encouraged to be, and in reality are, very supportive of each other's specific learning difficulties.

All staff are expected to support the School over all equal opportunities policy both in and out of the classroom. No discrimination should be made between day pupil and boarder, boy and girl, Boarding House and boarding house, year group and year group, taking into account practical limitations and common sense.

- Boarding practice should safeguard and promote the welfare of minority groups of pupils.
- Racist remarks, practices and behaviour or discrimination is not acceptable in any situation and incidents should be brought to the attention of the Headmaster.
- The school must be alert to incidences of name calling or graffiti which might indicate such harassment and action, via the Headmaster, will be taken.
- The school and boarding house must foster and reflect positive attitudes towards ethnic, cultured, religious linguistic groups

within and outside the school and towards those with any disabilities.

**5. MONITORING**

The school will invite parents, guardians, pupils and staff to comment on this policy and the way it works once a year (in the Autumn term). The school will use these comments to review the policy as deemed appropriate.

This document will be reviewed annually on or before 01.09.12