

4.11 - EQUAL OPPORTUNITIES POLICY

As part of the aims and objectives of Saint Ronan's School, there is a commitment to equal opportunities for all pupils including those in the Early Years Foundation Stage.

Equality of Opportunity

Saint Ronan's School recognizes that pupils should be treated as individuals, regardless of racial origin, colour, religion or sex. All pupils are held to be of equal value, and should be encouraged to recognize and value their personal contribution to the school and the community in which they live.

Multicultural Society

The school should help to prepare pupils for life in our multicultural society. We aim to achieve this by providing a caring atmosphere where pupils can appreciate and value cultural diversity. All forms of prejudice are unacceptable and will be dealt with in an appropriate manner.

The message of equal opportunity can be delivered one to one, as required, or in the context of the tutor group, classroom and chapel as well as house, year and school assembly.

Schemes of work and teaching methods will be monitored and reviewed at regular intervals to ensure that equality of opportunity is afforded to all our pupils.

It is the responsibility of all Trustees and Staff at Saint Ronan's School to implement this policy.

Implementing Equal Opportunities Policy

In implementing this policy, the following points should be noted:

- Teachers should provide positive role models and lead by example.
- All forms of prejudice should be actively combated.
- Attention should be paid to the sensitive use of language.
- Teachers should draw on the specific skills and knowledge of pupils, acknowledging the value of their individual contribution to the school.
- Teachers should be aware of any tendency of either sex to dominate in class and should ensure that equal attention is given to all.

See also the following policies.

- *Differentiation 3.18.1 and 3.18.2*
- *Accessibility Plan 3.19*
- *SEN policy 3.7*
- *SHAPE handbook*
- *Behaviour policy 4.2.1*
- *Rewards and Sanctions 4.2.2 and 4.2.3*
- *School's Policy for provision for children with religious, dietary, language or cultural needs 4.4*

Person responsible: RA

Implementation date: 11th January 2003

Revised: 1st September 2004

Revised: 1st September 2008

Revised: 7th June 2012

Revised: October 2015

Revised: January 2017

Revised: January 2019