



## **EQUAL OPPORTUNITIES POLICY**

St. Dominic's Priory School aims to heighten the awareness of all who work within the school, staff and pupils, in matters of equal opportunities, in line with the Equality Act 2010, which covers discrimination against a pupil or prospective pupil on grounds of sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, cultural background, dietary needs, linguistic background, special educational needs, academic or sporting ability. These factors are taken into account in the care of students so that all care is sensitive to different needs.

This policy relates to all pupils EYFS to Year 11 inclusive. In accordance with our mission as a Dominican school we will promote a spirit of justice and universal brotherhood in all matters in accordance with the message of the Gospels and the teachings of the Church. We will foster respect for the whole school community in which all individuals are valued.

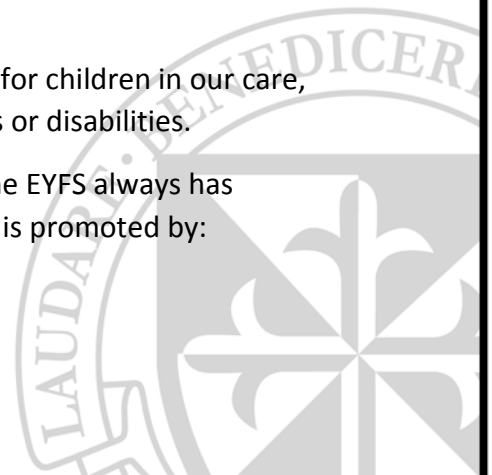
We wish to encourage in all our staff and students an awareness of themselves and others, free from stereotyping and negative discrimination. We believe that God created all men and women equal. We aim to provide equality of opportunity in education for both boys and girls, to oppose sexism and to see that sexual stereotyping is positively challenged. As a result of our policy we hope that our students will leave St. Dominic's with attitudes which recognise equality between the sexes.

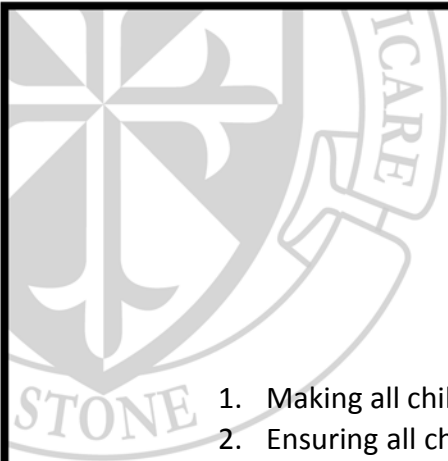
We aim to encourage respect for the racial and cultural differences that exist within the school and to take positive steps to combat racial and social prejudice and harassment. We will take all reasonable steps to accommodate particular dietary, religious, language or cultural needs.

St. Dominic's Priory school offers a broad and balanced curriculum to all our students whatever their gender, ability, ethnicity or social background. We recognise the entitlement of students with special needs and aim to provide an environment in which positive support is given.

St Dominic's Priory School promotes equality of opportunity for children in our care, including support for children with special educational needs or disabilities.

All children and adults are treated with equal concern and the EYFS always has regard to relevant anti-discriminator by good practice which is promoted by:





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1. Making all children feel valued and good about themselves.
2. Ensuring all children are aware of the Golden Rule 'Treat others as you would like to be treated'.
3. Ensuring all children are included.
4. Enabling children to share their experiences with each other and with staff.
5. Displaying a wide range of positive images and objects to reflect non-stereotypical roles, racial, cultural and religious diversity, and disability and using resources that reflect diversity such as books and equipment.
6. Treat children with individual and equal concern for example find out about family customs and beliefs, dietary requirements, dress code and help required with toilet and washing routines.

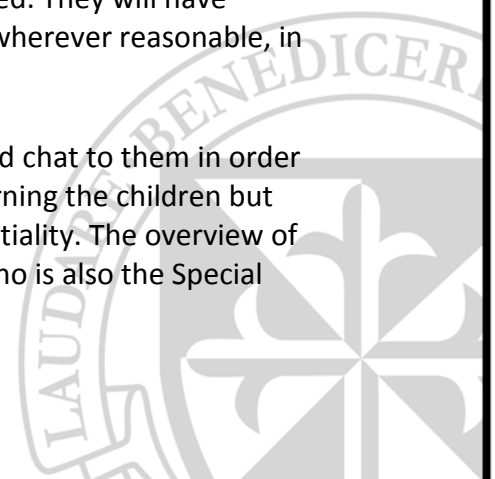
Staff promote and value diversity and differences and should give equal access to all children, regardless of race, culture, religion, colour, class or gender, in activities and resources Childhood is an important time for developing awareness and all staff has a responsibility to encourage positive attitudes. Adults' and childrens' inappropriate practices and attitudes must be challenged by staff.

Staff evaluate practices and procedures on a regular basis. Overview is kept by Governors Education Committee. Policies are reviewed every 2 years. When available, staff will be encouraged to attend courses/training on Equality and Diversity provided by Staffs LEA and/or GSA.

In the EYFS, the individual needs of all children will be met through planned activities, adult led, child initiated and child choice activities. Observations carried out on children will give targets that will be included in the planning to ensure individual needs are met.

We will strive to educate our children to show care and consideration for those who have needs that are different from their own. Any children with special needs attending St. Dominic's will be included, valued and supported. They will have access, alongside their peers, to the facilities and activities, wherever reasonable, in order to promote their welfare and development.

Staff are encouraged to welcome parents into the setting and chat to them in order to ensure that there is a two-way flow of information concerning the children but must be aware of the need to maintain privacy and confidentiality. The overview of Special Needs in school is maintained by the Headteacher who is also the Special Educational Needs Co-ordinator for the Senior School.





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The Special Educational Needs Co-ordinator for the Primary School is Sarah Shelton and for EYFS it is Miss Karen Davies.

(See Special Educational Needs and Gifted and Talented Policy Documents)

***Reviewed: February 2017***

***Next Review: February 2018***