

### **An equal opportunities statement**

The society in which we live is enriched by its variety and all staff must be aware of the ease with which prejudice can be acquired and reinforced.

Our main stated aim is that Harewood Junior School is committed to promoting equality of opportunity and the elimination of all forms of both direct and indirect discrimination. In this way we fulfil our obligations under the Public Sector Equality Duty.

We are developing a school where learning is based upon first hand experiences, where hard work is evident, success celebrated and where individuals are valued; a school where children understand what is expected of them and where children and staff are encouraged to participate to the full.

As a result of a clear commitment to equal opportunity by the wholehearted implementation of the policy throughout the school, children will be helped to develop understanding, tolerance, empathy and an open mind towards others.

### **General aims**

- to enable all pupils, irrespective of gender, race, disability, social circumstances or level of academic ability to realise their full potential.
- to develop within each child a positive sense of identity and self esteem.
- to develop attitudes within pupils so that they value and respect each other
- to recognise and to actively discourage discriminatory practices and attitudes that may be held by staff or pupils.
- to ensure that all areas of the curriculum are equally accessible to all pupils
- to encourage the children to recognise, challenge and counteract stereotypes, which we define as the preconceived ideas of people's roles.
- to prepare children for later life in an ethnically and culturally diverse society
- to actively encourage the career development and aspirations of all staff.

### **Implementation and Monitoring**

This policy encompasses the **Inclusion Policy**, **Accessibility Scheme**, the **Gender Equality Scheme** and the **Policy for Race Equality**, which include more specific aims and details of how we plan to implement these aims and monitor the effectiveness of our equal opportunities policy.