

St. Bernadette's Catholic Primary School



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Equal Opportunities Policy

1. Document Purpose

This document reflects the school ethos and values in terms of equal opportunities for gender.

2. Audience

This document is intended for the teaching staff, non-teaching staff, governors, parents, LEA representatives and OfSTED Inspectors.

3. Aims

- To provide equal opportunities for all children whatever their age, ability, gender, race or background.
- To ensure all our pupils access a full curriculum entitlement and so achieve to their full potential.
- To provide equal opportunities for Continuing Professional Development for all staff whatever their age, ability, gender, race or background.
- To provide equal opportunities for Continuing Professional Development for all staff, linked to the School Improvement Plan, irrespective of age, ability, gender, race or background.
- To help all our pupils to achieve their full potential.
- To help all our staff develop to their full potential.
- To ensure that our expectations, attitudes, and practices do not prevent a child from reaching their potential.
- To enhance our children's self esteem and self confidence by positively working to reduce any gender bias and promoting equality of opportunity.
- To ensure certain strategies are employed to ensure the cross curricular dimension of equal opportunity permeates all aspects of school life
- To allow children of both sexes, to have equal access to all areas of the whole school curriculum. This includes both the POS and ATs for the National Curriculum subjects. Encourage boys and girls to participate equally in the range of activities inside and outside the classroom.
- To encourage all children to work and play together.

At the same time we are aware that as children mature and their relationships with peers of both sexes develop, their perception of sex roles alters. We also recognise that such perceptions are influenced by other factors including home, peer group and the media.

4. School Organisation

- Efforts are made to recognise and be aware of gender bias in both our teaching and learning materials and our teaching styles.
- Teacher time, attention and all resources are given equally to boys and girls.
- Opportunities are given for children to work with teaching staff and non-teaching staff of both sexes.
- Teaching and other groupings, such as dinner queues, acts of collective worship, playground lines, registers, classroom seating are organised on the basis of criteria other than gender, for example, friendship, team colours, ability.
- It is accepted that children may choose friends of the same sex if allowed to work in friendship groups.
- Children to be elected from all year groups to serve on the School Council. Children to vote for those most likely to represent others and are encouraged not to vote for just their friends. They are asked to consider both sexes.

5. Curriculum organisation

The curriculum is organised to provide broad and balanced opportunities as identified in the National Curriculum and in our creative curriculum planning.

6. The co-ordinators role

The role of the equal opportunities co-ordinator is to assist colleagues by providing, consistency, support and advice, planning and leading discussions and/or INSET activities. Senior Management Team Leaders co-ordinate.

7. Resources

Materials are carefully selected for all areas of the curriculum so as to avoid sexual stereotypes and gender bias.

8. Evaluation

- The learning environment
- Displays and resources
- The number of gender related incidents recorded in accordance with the school's Behaviour Policy
- Feedback from Children's School Council
- Information that will be available through the schools tracking system.

Strategies within curriculum areas

1. Music, dance, drama, PE will include both sexes working together in groups.
2. Art will include the work of male/female artists and children will work together to explore the roles of men and women.
3. Literacy will provide access to both sex authors and children will be encouraged to work together during lessons and be encouraged to support each others work constructively.
4. Numeracy, Science and DT will give equal access of opportunity for all children and the chance to use appropriate materials and artefacts in practical experiences.
5. History and Geography will explore the roles of men and women in the past.
6. In History children will be taught to analyse the viewpoint of the people writing the history i.e. a lot of history written in the past was written when men and women had different roles.
7. RE will encourage children to explore the roles of men and women in biblical times and encourage them to respect each other as well as others values
8. PSHE will encourage children to respect one another as individuals with gifts of their own.
9. Items in school will reflect our equal opportunities policy e.g. posters, displays.
10. Stories selected will be chosen to show men/women in non-stereotypes.
11. Special curricular events will be chosen to provide interest for both sexes.