



Hasmonean Primary School

EQUAL OPPORTUNITIES POLICY

Updated March 2013

Rationale

Hasmonean Primary School is an orthodox Jewish School. We value each child and are committed to creating an environment where we meet the academic, social, physical and spiritual needs of all the children.

Principles

Within the parameters of our orthodox ethos, we offer the same educational opportunities to all our pupils, irrespective of gender, ability, disability, social background or family circumstance so as to enable them to develop their own potential. We are committed to creating an atmosphere where each member of the school community feels valued and secure. Any behaviour, which contradicts this, will be treated seriously.

Guidelines

1. Appointment of Staff

In all appointments, selection is intended to identify and appoint the best candidate using strict professional criteria and without unnecessary regard to gender, disability, social background or family circumstances.

Staff will be informed of promotion opportunities in addition to advertisements being placed in newspapers. Opportunities to undertake additional responsibilities which may or may not merit additional remuneration will be available in school from time to time.

Staff will not be the subjects of unfair discrimination in decisions on pay, promotion and remuneration. Pay levels, enhancements and promotion will be determined within an equal opportunities context, having regard to the Equal Pay Act and other legislation including the Race Relations Act and Sex Discrimination Act.

i. Pupil Admission

Please refer to our Admissions Policy which sets out the strict criteria by which pupils are admitted to our school

ii. The Curriculum, Content and Delivery

All pupils have access to the whole curriculum. Curriculum content, school and classroom organisation and resources should all reflect our policy of not discriminating by gender, disability, social background or family circumstances.

Teachers differentiate the pupils' work so that all children can access the curriculum at an appropriate level. We believe that children should be presented with positive images of all groups and encouraged to challenge bias or stereotypes.

iii. School and Classroom Organisation

Teachers may exercise discretion in the way they organise such matters as lining up, registers, seating arrangements and other groupings so that their system is workable for them and the school and does not discriminate against any group or individual.

iv. Special Needs and Disability

We recognise that all children may have some special needs at some time in their school career as detailed in our SEND Policy.

v. Family Financial Circumstances

In accordance with the school's commitment to equal opportunities, no child is denied the opportunity to take part in an activity for which a charge is made or a voluntary contribution invited by reason of his or her parent's ability or willingness to pay. Parents are made aware that they should approach the Headteacher on this matter if appropriate.

vi. Home School Contact

The school goes to a great deal of effort to ensure that parents are fully informed about their children's progress. Parents are notified of dates of meetings well in advance. Where necessary, alternative meetings can be arranged at a mutually-agreed time.

vii. Disabled Access

The No: 8 building has been constructed to take into account disabled access and there are disabled toilet facilities on the ground floor. In addition, there are ramps at the front and back of the building, in the main corridor and at the side of the port-acabin. There are also 2 lifts installed in the school. One lift provides access from the ground floor to the first floor (the classrooms for Years 1 & 2). The other lift facilitates movement from the admin block to the main hall and corridor, which are on two separate levels and were previously only accessible by climbing several steps. All thresholds have been modified to ensure wheelchair access. There is a portable hoist to facilitate use of the stage in the hall.

viii. Racist and Sexist Comments

These are contrary to Torah values and are not tolerated on the part of teachers, parents or pupils. Such behaviour by pupils will be dealt with in accordance with the school's Behaviour Policy and may involve discussions with parents. Please refer to the school's Racial Discrimination Policy.

Outcomes

We believe that by following these guidelines carefully, we will foster a caring and supportive environment for the whole Hasmonean Primary School community. Everyone involved with it will feel that they have the opportunity to develop themselves to their full potential, in the knowledge that the school supports equal opportunities for all.