

EQUAL OPPORTUNITIES & RACE EQUALITY STATEMENT

The Staff and Students of Meden School are genuinely working towards equality of opportunity in all aspects of their work and environment.

The members of Meden School recognise that personal relations in respect, trust, honesty and openness underpin equality of opportunity.

The school is working to eradicate practices which intentionally or unintentionally discriminate. It is also working to ensure that its members are committed to supporting and implementing its Equal Opportunities Policy.

It is the intention of Meden School to offer genuine equal opportunities to its members and not unfairly discriminate against any section of its society in its recruitment and selection practices and procedures for its staff.

EQUAL OPPORTUNITIES & RACE EQUALITY POLICY

Introduction

'To us Equal Opportunities involves the removal of discrimination wherever possible. We feel that our pupils should have equal access to the social and educational opportunities which are their entitlement.

We also feel that it is important for everyone to realise that many prejudices and stereotypes exist in our society. Many of us have been exposed to these and, in our view, school must take a significant role in challenging unfair attitudes and practices.

We note that some of the limiting factors to addressing these issues are our own knowledge, experience and understanding.

Prejudice exists in many forms; our intention, at all times, is to oppose it. We strive to do this through our teaching and learning situations and by the example we provide in all aspects of school life.'

Our role as educators, therefore, must be to encourage students:

- to recognise and value individuality.
- to deepen their understanding of others points of view.
- to appreciate the rich diversity of a multi-cultural world.
- to identify and question all form of discrimination

In addressing these four key principles everyone should pay particular attention to the following key points:

'To recognise and value individuality...'

The school seeks to create an environment for learning in which pupils feel a sense of their own worth and a corresponding confidence in their activities, taking into account the diversity of their circumstances.

One of the aims of the school is to raise self-esteem through achievement. Our existing rewards system is designed to play a significant part in the development of this.

'To deepen their understanding of others points of view...'

Pupils are provided with access to a wide spectrum of views expressed by people from different backgrounds. They are encouraged to listen to and consider these opinions. Through these experiences we would hope to encourage a respect for the individuality of others.

'To appreciate the rich diversity of a multi-cultural world'

The school emphasises the need for pupils to understand people of different religions, races, cultures and customs and to develop an attitude of tolerance and empathy. Such an understanding should be gained through both the taught curriculum and the hidden curriculum.

'To identify and question all forms of discrimination....'

The school is alert to practices which discriminate against children in terms of ability, gender and socio-economic standing. The school has procedures in place for counteracting prejudice. These procedures are integral to the school's anti-bullying policy which aims to respond to any remark or act which attempts to demean the dignity of an individual or group.

Discriminatory practice must also be avoided in terms of staffing appointments and fall in line with the L.A.'s employment and equal opportunities policy.