



**'Flying High'**  
Working Together to Build a Successful  
Future for All

# Equal Opportunities Policy

Updated December 2020



## Working together to build a successful future for all

### Hornbill School's Mission

Our values led, multicultural school promotes a happy, safe & caring environment that is committed to helping all children experience success, whatever their background or abilities. Our children build their learning power as part of a learning community in which they all become resilient & self-assured whilst achieving the highest standards on all they set out to do. The health, safety and wellbeing of every child is our paramount concern.

### Building Learning Power

Hornbillers are caring, courteous citizens of Hornbill School who are powerful learners because of their: **curiosity, creativity** and **courage** and their **reflective, resilient** and **energetic** ability to **communicate** and **explore**.

### Contents

1. Aims
  2. Actions
  3. Safeguarding
- 

## 1.Aims

At Hornbill School we aim to provide equality of opportunity for all children whatever their age, ability, gender, race or background. We want all our pupils to achieve their full potential during their time with us. As such, we work to ensure that our expectations, attitudes, and practices - in particular those relating to gender - do not prevent any child from reaching their potential.

We recognise that a child's self perception can be influenced by his/her environment and so we aim to enhance our children's self-esteem and self-confidence by positively working to reduce any gender bias and promoting equality of opportunity.

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.

## 2. Actions

Strategies are employed to ensure that the cross-curricular dimension of equal opportunity permeates all of the life and work of the school.

Children of both sexes have equal opportunity within and equal access to all areas of the whole school curriculum. This includes both the Programmes of Study and Attainment Targets for the National Curriculum subjects; other subject areas currently outside the National Curriculum and areas such as extended learning opportunities. Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.

- Efforts are made to recognise and be aware of the possibility of gender bias in both our teaching and learning materials and our teaching styles
- Materials are carefully selected for all areas of the curriculum so as to avoid sexual stereotypes and gender bias

- Teacher time, attention and all resources are given equally to boys and girls
- All children are encouraged to work and play freely with others of both sexes
- Opportunities are given for children to work with teaching and support staff of both sexes

Teaching and other groupings, such as dining table arrangements, assembly seating, classroom seating and playground areas are organised on the basis of criteria other than gender, for example, age, ability, friendship.

Equality between the sexes is recognised when giving / delegating responsibility and noting the achievements of both staff and children.

- Discipline procedures - notably rewards and sanctions - are the same for both sexes
- Our school uniform policy reflects equality of opportunity for all children
- Children and all staff are encouraged to value each other and build up and maintain cooperative working relationships both within school and in the community, such relationships being based on mutual respect for each other

Any differences involving gender, which arise inside or outside the classroom, are dealt with sensitively and are discussed with the children.

All teaching and support staff posts are not sex-specific. Both men and women are encouraged to work with all age groups and each Key Stage. All staff has equal access to in-service training and posts of responsibility.

All members of staff regularly review practices and approaches involving equal opportunity in terms of gender issues.

### **3.Safeguarding Children**

The School's legal responsibility for safeguarding the welfare of children goes beyond basic child protection procedures.

The duty is now to ensure that safeguarding permeates all activity and functions. This policy therefore complements and supports the Safeguarding Policy.