



EQUAL OPPORTUNITIES POLICY

As the provider of education and pastoral support to children from a variety of different cultural and ethnic backgrounds; and as a local employer of teaching and other staff from an ethnically and culturally diverse community, St Martin's School has a responsibility to commit itself to a policy of Equal Opportunities.

The School is resolutely opposed to any form of prejudice and discrimination. It will not only act against this in terms of discipline and sanctions in accordance with the discipline policy and anti-bullying policy, but also through education, it will work to promote understanding and appreciation of cultural diversity and ethnicity.

The School welcomes applications from overseas and ethnic minority children and staff. Under no circumstances will the cultural origins of a prospective pupil or member of staff disadvantage them in terms of access to the School or promotion within the School. The School will be sympathetic to requests for leave due to religious reasons.

Although physical access to the school is difficult under normal circumstances, vehicular access to a school door can be arranged to the ground floor for disabled visitors and a ramp is available to assist in access through doorways.

Children

St Martin's School values the individuality of all of our children. We are committed to giving all of our children every reasonable opportunity to achieve the highest of standards. We offer a broad and balanced curriculum, and have high expectations for all children. The achievements, attitudes and well-being of all our children matter. Our school seeks to promote the individuality of all our children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

We aim to provide a positive environment where *all* children are provided with an extensive and balanced learning opportunity. Our philosophy is that each child should have the chance to develop to his/her full potential.

St Martin's is successful in creating, sustaining and developing a friendly, family-like community amongst all the families that are represented in the school. At Martin's is a Christian school and aims to demonstrate through its work that it positively values and respects children of all ethnic origins/racial groups, religions, cultures, linguistic backgrounds and abilities. Children of both sexes are positively encouraged by staff to participate in all activities.

St Martin's considers it important to provide a range of experiences and an environment that will instil in the children a positive outlook towards all people in our society and those whom they may see as different from themselves:

- Toys and equipment will be chosen with the differing needs of children in mind.
- Displays will reflect a positive image towards the world in which we live. They will show different cultures, races and the world around us.
- Books will be chosen to meet all the children's ages and abilities and to reflect the diversity of our society.
- The School will encourage children to talk about special events and celebrations that are part of their culture and heritage. Children may bring in articles and pictures and may dress up on occasions.

Where appropriate, parents or visitors may be invited to share and participate with the class or school as well. All children will be made to feel special and included as significant members of the St Martin's School community.

Working in partnership with parents is of major value and importance to St Martin's in enabling it to provide a happy, caring and stable environment for children. We aim to form a good relationship with parents so that information regarding their children (be it developmental, emotional, social or health related) can be exchanged easily and comfortably by staff and parents.

St Martin's is also committed to working with outside agencies as appropriate, in order to support the children that attend School. We will seek out the advice and expertise of outside agencies and professionals where it is deemed to be in the best interests of the child. Our Special Education Needs policy outlines our staged approach to supporting children with SEN.

Staff

It is the policy of the school to positively value and respect people regardless of their gender, ethnic origins/racial groups, religion, culture or linguistic background. A member of staff is employed because that person is considered to be the best person for the job.

Alongside safeguarding and promoting the well-being of children; staff are expected to promote inclusiveness throughout the School community and they should actively and positively support our policy of equal opportunities as outlined above.