



West Winch Primary School

Equal Opportunities Policy 2026

Introduction

West Winch Primary School is committed to equality for children, parents/carers and staff. We will not discriminate against anyone on the grounds of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, ethnic or national origin, religion or belief, sex and sexual orientation. The school welcomes its duty not to be discriminatory in its practices. The care for each child is central to the school's aims and provision. The school's curriculum is enhanced by children learning to understand and respect all differences.

Aims

1. To promote self-esteem and to foster the social and emotional growth of each child throughout school life and in particular through the school's pastoral system and the PSHE & RSE curriculum.
2. To endeavour to ensure that all children have equal access to a broad and balanced programme differentiated where appropriate.
3. To ensure every child is given an equal opportunity to experience success appropriate to their ability, through carefully planned and differentiated activities.
4. To ensure that all staff set an example by demonstrating positive, non-discriminatory behaviour in their interactions with each other and with the children.
5. To respect the diversity of our children, parents/carers, Governors and staff, welcoming the enrichment of the environment which this brings, and to foster positive attitudes towards our multi-cultural society.
6. To recognise and value differing cultures, customs and beliefs within the teaching of PSHE, RSE, SMSC (Social, Moral, Spiritual and Cultural) and RE in order to teach tolerance of others ideas and values.
7. To make use of opportunities within the life of the school to increase awareness and tolerance and to forge links with the wider community to promote an understanding of and respect for others.

Managing Equality in Practice

1. Having an Admissions Policy that clearly states our policy on equal opportunities.
2. We will make every effort to ensure that no child, parent or member of staff is disadvantaged as a result of their disability in line with our responsibility under the Equality Act 2010, 'reasonable' adjustments are made to overcome a factor which puts a disabled child, parent or staff member at a disadvantage. Accessibility arrangements are regularly reviewed under the Special Education Needs and Disability Act 2001 and the latest SEN Code of Practice. The Accessibility plan ensures that we will meet the needs of students that need adaptations to access our school.
3. Discriminatory language and behaviour and other acts of intolerance are not accepted (see Behaviour, Anti Bullying and PSHE/RSE Policies).

4. The continuing development of our community and the equality of opportunity on which it is based, requires the co-operation and commitment of all concerned and we trust that all parents/carers will wish to give their full support to the school in this vital aspect of its life.
5. The school will promote positive images and role models to avoid prejudice and raise awareness of related issues.
6. The school has clear policy and procedures for supporting children who are identified as having specific learning difficulties, EHCP plans are adhered to by all staff and IEP plans are prepared for those students that require additional support to enable them to make effective progress.

Equality of Opportunity will be reflected in all practice:

Language

The school views linguistic diversity positively. Children and staff must feel that their natural language is valued and creates the conditions for all people to develop their self-esteem. Staff will use the correct terminology when referring to particular groups of people or individuals.

Resources

The school's aim is to provide a wide range of good quality resources to provide for the needs of all pupils. Resources are chosen to reflect positive images of all members of society including those with disabilities. All resources are equally accessible to all members of the school community.

Parents/Carers

The school is committed to working closely with parents/carers and when appropriate with other agencies. We will introduce and communicate the equal opportunities policy to parents/carers through the school prospectus, website, and admission meetings with parents/carers and during parent consultations. In addition, copies of our policies are available for all parents/carers on request.

Curriculum

Equality of opportunity permeates the whole curriculum and will be reviewed regularly. It is the policy of this school to provide equal access to all activities.

Children

It is the right of every child to achieve their full potential. Each child should have access to an education which will enable them to utilise their talents to the full and achieve their true potential.

Staff

It is the responsibility of all staff to foster and facilitate this ideal by creating a welcoming environment for all children. They will endeavour to establish an atmosphere within school which promotes tolerance and raises self-esteem, so that all children can develop independence, freedom of choice and knowledge of their right to take on whatever roles they choose.

Monitoring and Review

This policy will be used as guidance by all school staff and Governors, monitored by the Headteacher and reviewed in line with the Governors agreed policy schedule.

Adopted: Summer 2026

Review: Summer 2027



Heather Habbin - Chair of Governing Body