

**Nurture ~ Believe ~ Discover ~ Achieve**

### **Safa Vision**

At SCS we aim to enable our learners to have success for today and to be prepared for tomorrow.

نحن في مدرسة الصفا كوميونيتي نسعى الى تأهيل طلابنا للنجاح اليوم وتحضيرهم لمواجهة المستقبل

**Equal Opportunities Policy 2023 - 2024**

## **1. Policy Statement**

It is the policy of Safa Community School to promote equal opportunities for all pupils and staff and to foster an atmosphere in which no person discriminates or is discriminated against, on grounds of race, gender or culture. Furthermore, it is our policy to promote interest, empathy and understanding of the needs, abilities and differences of all individuals.

## **2. Aims**

- To give every member of the school a sense of worth and personal esteem.
- To enable individuals to develop and grow to their full potential.
- To recognise that all individuals have both abilities and needs.
- To avoid stereotyping.
- To avoid attaching negative language to any group.
- To encourage mutual respect.
- To celebrate differences between people of all races and cultures whilst acknowledging that people have much in common.
- To provide positive role models for pupils of all backgrounds.
- To value the role of parents and the wider community in the school.

## **3. Practice and Procedure**

The school promotes and values diversity and differences.

Visitors are invited into the school to discuss their culture, celebrate festivals, talk about their disabilities and difficulties and share their experiences.

- Issues are addressed with the children in form times, assemblies and PSHCE lessons. These times are also used to help the children deal with any inappropriate comments and attitudes that they may encounter.
- Children's comments are taken seriously and may be addressed at the School Council, by class teachers or tutors.
- Staff who display inappropriateness will be challenged by a senior member of staff who will take relevant action. Issues of inappropriate attitudes and comments may also be raised in staff appraisals.
- Our systems for rewarding children ensure that both effort and achievement are recognised in all areas of school life.
- There is sensitivity to religions and cultural customs in all areas of school life, including diet and uniform.

#### **4. Gender**

- The school fosters equal rights and opportunities for pupils regardless of gender.
- Wherever and whenever possible girls and boys are taught, socialise and are rewarded in the same way without distinction.
- The school ensures that in the language it uses at all times there is due consideration for the issues of gender and bias.
- In class, there is a mix of boys and girls.

#### **5. Curriculum**

- Some re-grouping according to ability takes place within the year group as appropriate for specific subject teaching.
- The school strives to make the curriculum accessible to all regardless of ability, race, culture or physical disability.
- We ensure that stereotyped images of subjects are avoided.
- Through the use of individual education plans, we ensure that the needs of students of determination are met.

#### **6. Assessment and Record-Keeping**

The Principal, Headteachers and leadership members are responsible for ensuring that the needs of all pupils are met. They liaise with staff, parents and external agencies as appropriate. They oversee the writing of reports and the keeping of records.

#### **7. Staffing and Resources**

- Heads of Department, Heads of Year, form teachers and class teachers all play a vital role in ensuring that the principles and practice of our Equal Opportunities Policy are adhered to throughout the school.
- Safa Community School is an equal opportunities employer and as such, all prospective and present employees are given the same opportunities in terms of employment conditions, career prospects and pay. It is however recognised that within the school setting there are certain jobs where the gender of the applicant would be an appropriate consideration, e.g. supervision of changing rooms etc.
- The school will endeavour to seek and provide teaching resources that reflect our ethos and avoid stereotypes.
- The school will seek to use the diversity of its pupils, their parents and the communities from which they come, as important resources.

#### **Monitoring and Review**

This policy will be reviewed in October 2024