



GATEHOUSE SCHOOL EQUAL OPPORTUNITIES

General Statement

Gatehouse School is committed to the promotion of equality, be it gender or cultural. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We also welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Admissions and Special Educational Needs.

The central aim of the school is to assist children to reach their full potential. To achieve this, they must have a high level of self-esteem. Self-esteem is only cultivated in an atmosphere that appreciates the value of each individual contribution.

In order that these aims might be achieved, the school is committed to the following:

- * All areas of the curriculum (including extra curricular activities) are open to pupils, including those with individual needs. Positive discrimination is not encouraged but this does not exclude the encouragement of etiquette and good manners.
- * Racist behaviour is not acceptable and will be subject to disciplinary procedures dependent upon whether the incident in question is considered to be misconduct or gross misconduct.
- * Curriculum planning and delivery, assemblies and school rules will reflect a positive and informative approach and will deal with issues and themes, which unite rather than divide our community. The value of man and woman and a celebration of various cultures, festivals etc, will be encouraged. In common with the requirements of the 1988 Education Reform Act, the Christian way of life will be given prominence but not evangelised.

At Gatehouse:

- * Staff ensure that they have equal expectations of all children, free of racial/gender stereotyping, and that all children are provided with a full range of experiences.
- * Through the ways in which they work, staff demonstrate that they positively value and respect children of all ethnic origins/racial groups, religion, cultures, linguistic backgrounds and abilities, children of both genders are positively encouraged by staff to participate in all activities.
- * All that children bring with them to school – their race, gender, family background, language, culture and religion – are valued for children to feel accepted and accepting of themselves.
- * Developing children's self esteem and esteem of others is an important part of our teaching programme.
- * Treating each other and all members of the school community with respect provides good models for the children.

* All materials used in the school promote equality of opportunity and positive roles for children of all racial and cultural backgrounds and gender.

A successful Equal Opportunities Policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

Complaints

We hope that you and your child do not have any complaints about the operation of our Equal Opportunities Policy. However, the school's Complaints Procedure is available on the school website or on application at the school office.

**Guidelines from the National Children's Bureau & Special Educational Needs and Disability Act 2001 (SENDA)
SEND Code of Practice 0-25 years June 2014**

Updated October 2014

Signed:
Headmaster

Policy Name	Equal Opportunity	Last Review Date	October 2014
Status	Voluntary: not required of the private sector	Governors Review	March 2015
		Next Review	March 2016