

# **MAGO EQUAL OPPORTUNITIES POLICY**

## **OBJECTIVES**

Our aim is to equip pupils with an awareness of our diverse society and to appreciate the value of difference. This will be achieved by adherence to the following principles:

Discrimination on the basis of color, culture, origin, sex or ability is not acceptable.

The primary objective of this school will be to educate, develop and prepare all our pupils for life whatever their sex, color, origin, culture or ability.

Students and teachers will further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals.

All teachers should treat all children as they would treat their own and not select or offer special treatment to their own children while attending MAGO.

# MANAGING EQUALITY IN PRACTICE

## ADMISSION

The school follows the Florida Admission Policies that do not permit sex, race, color or disability to be used as criteria for admission.

## REGISTRATION

Students' names will be accurately recorded and correctly pronounced. Students will be encouraged to accept and respect names from other cultures.

## DISCRIMINATION

All forms of discrimination by any person within the school's responsibility will be treated seriously as such behavior is unacceptable. Racist symbols, badges and insignia on clothing and equipment are forbidden in school. Staff should be aware of possible cultural assumptions and bias within their own attitudes. In all staff appointments the best candidate will be appointed based on strict professional criteria. Parents should be aware of the school's commitment to equal opportunities.

## LANGUAGE

The school views linguistic diversity positively. Students and staff must feel that their natural language is valued.

## RESOURCES

The school's aim is to provide for all students according to their needs, irrespective of sex, ability or ethnic origin.

Equality of opportunity permeates the whole curriculum and will be reviewed regularly.

## THE ROLE OF THE BOARD

- The Board has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that

all members of the school community are treated fairly and with equality.

- The Board seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The Board take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- The Board welcomes all applications to join the school, whatever background or disability a child may have.

#### THE ROLE OF THE PRINCIPAL

- It is the Principal's role to implement the school's Equal Opportunity Policy and Anti-Racist policy and he/she is supported by the Board in so doing.

- It is the Principal's role to ensure that all staff are aware of the school policy on Equal Opportunities, and that teachers apply these guidelines fairly in all situations.
- The Principal will ensure that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or teaching opportunities.
- The Principal promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example in the assembly, where respect for other people is a regular theme, and in displays shown around the school.
- The Principal treats all incidents of unfair treatment and any racist incidents with due seriousness.

#### THE ROLE OF THE CLASS TEACHER

- The class teacher ensures that all students are treated fairly, equally and with respect. We do not discriminate against any child.
- When selecting classroom materials, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

- When designing schemes of work, we use this policy to guide us, both in our choices of topics we study, and in how to approach sensitive issues.
- Teachers should be role models and deal with sensitive matters in a professional way.
- All teachers should challenge any incidents of prejudice or racism. We record any serious incidents, and draw them to the attention of the Principal. No teacher should approach another teacher concerning issues or incidents about their own child/ren which is related to other students. Students who have parents who are members of the staff should instead report all incidents to their homeroom teachers and not to their parents. These referrals should be made through the Principal by the homeroom teachers. This will ensure that all discipline issues are dealt with according to the premise outlined in this policy.
- Teachers are expected to deal with such matters confidentially and impartially.

Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

## MONITORING AND REVIEW

It is the responsibility of the Principal and Board to monitor the effectiveness of this Equal Opportunities Policy. The Principal and Board does this by:

- Monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school.
  
- Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against.
  
- Requiring the Principal to report to the Board on an annual basis on the effectiveness of this policy.
  
- Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils.

- Monitoring the school behavior and exclusions policy, so those students from minority groups are not unfairly treated.
- Ensuring that all staff members follow the procedure outlined in this policy so that each student is offered equal opportunities in incidents and complaints.

Policy will be revised 2015