

# Spensley Street Primary School

## **EQUAL OPPORTUNITY POLICY**

### **RATIONALE:**

Spensley Street is a school where the social, emotional, educational and physical needs of all students are uppermost. It is a school that encourages respect for diversity and is always working towards a tolerant, harmonious and inclusive community. In our school we will be proactive in fostering respect for the ways we are different and the fair treatment of all in our community.

### **DEFINITIONS:**

*Equal opportunity* means providing fair access to educational opportunities and demonstrating a commitment to the elimination of education discrimination on the basis of:

- ❖ gender
- ❖ race
- ❖ abilities/disabilities
- ❖ religion
- ❖ socio-economic status
- ❖ sexuality
- ❖ ethnicity
- ❖ language background.

### **PRINCIPLES:**

In all of its activities, organisational structure, practices, operations, policies and curriculum, Spensley Street teaches respect for all individuals and is committed to providing equal opportunity for students, staff, parents and carers.

### **GOALS:**

1. To foster a tolerant, harmonious and inclusive school community.
2. To include equal opportunity in the development and implementation of school policies, curriculum and programs.
3. To recognise, respect and value the richness of the diversity within our school and the broader community
4. To acknowledge the significance of Aboriginal cultures.

### **STRATEGIES:**

1. Equal opportunity will be addressed in policy and curriculum documents and in the teaching program. In particular, we will be mindful of the power of language, pictures and reading material in influencing attitudes.
2. All students will be given access to the school's facilities and resources
3. The Junior School Council constitution and practices will be informed by the principles of this policy.
4. The school will endeavour to provide a broad curriculum that recognises the different learning styles of our students.
5. Staff will be given appropriate opportunities for equal opportunity professional development.

6. The school community will be made aware of the equal opportunity policy and principles practised at the school by way of school documents and publications including the weekly Bulletin and website.
7. The school, in its direct capacity as an employer and through its responsibility for professional development of D.E&T employed staff and School Council employed staff, will apply the principles of equal employment opportunity in its procedures for selection and development of all staff.
8. The school will actively acknowledge prior aboriginal ownership of our land through welcome addresses and statements and through the curriculum

#### **REFERENCES**

Teaching and Learning Policy

Healthy Relationships Policy

#### **DATE**

Accepted 15/ 9/04

Review date 2009