



EQUAL OPPORTUNITIES POLICY

This Church of England Academy Trust aims to serve its community by providing an excellent education for pupils of all abilities and backgrounds in the context of Christian belief and practice.

It encourages an understanding of the meaning and significance of faith and requires the valuing of other faiths.

It promotes Christian values and spiritual development through the experience it offers to all its pupils.

These values are implicit in this policy.

1 STATEMENT OF PRINCIPLES

- 1.1 The Enhance Academy Trust (**the Trust**) is positively committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of gender, ethnicity, religion, age, disability or background.
- 1.2 This policy accords with legislation:
- Race Relations (Amendment) Act 2000;
 - Disability Discrimination (Amendment) Acts 2002 and 2005;
 - Sex Discrimination Act 1975
- This policy is linked to the Race Equality Policy, the Disability Equality Policy and the Special Education Needs Policy.
- 1.3 The Trust is committed to challenging any form of prejudice or discrimination. We strive to be a Trust in which all members, employees and pupils are proud of and to which they are committed, where everybody has the opportunity to contribute, develop and advance based on merit.
- 1.4 Each individual academy within the Trust is responsible in applying the principles of the Equal Opportunities Policy. Equality of opportunity cannot be realised without the involvement and commitment of all members of the school community and a common understanding of the pivotal role of Equal Opportunities in the context of the school's ethos and values. In particular the recognition that the role of all staff is crucial in the delivery of the objectives of the policy.
- 1.5 All members of our academies community are responsible for promoting this Equal Opportunities Policy and are obliged to respect and act in accordance with the Policy.

2 AIMS AND OBJECTIVES

- 2.1 We do not discriminate against anyone on any grounds.
- 2.2 Each of our academies promotes the principles of fairness and justice for all through the education and support provided.
- 2.3 Each of our academies ensures that all pupils have equal access to the full range of educational opportunities provided.
- 2.4 Each of our academies strives to remove any form of indirect discrimination that be a barrier to learning.

- 2.5 Each of our academies ensures that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 2.6 Each of our academies challenges stereotyping and prejudice whenever it occurs.
- 2.7 Each of our academies celebrates the cultural diversity of it's community and shows respect for all minority groups.
- 2.8 We are aware that prejudice and stereotyping can be caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, our academies aim to promote positive social attitudes and respect for all.

3 THE ROLE OF GOVERNORS

- 3.1 Our governing bodies have set out their commitment to equal opportunities in this policy statement, and they will continue to do all they can to ensure that all members of their school community are treated fairly and with equity.
- 3.2 Our governing bodies seeks to ensure that all recruitment and employment processes within their academy are fair to all.
- 3.3 Our governing bodies take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- 3.4 Our governing bodies welcome all applications to join the school, whatever the background or disability of the applicant.

4 THE ROLE OF THE HEADTEACHER

- 4.1 It is the role of our headteachers to implement Equal Opportunities Policy, Race Equality Policy and Disability Equality Policy and they are supported by their governing body in doing so.
- 4.2 It is the role of our headteachers to ensure that all staff within their academy are aware of the school policy on equal opportunities and that teachers apply these guidelines fairly in all situations.
- 4.3 Our headteachers ensure that all appointments panels give due regard to this policy and the Recruitment and Selection Policy within their own academy so that no one is discriminated against when it comes to employment or training opportunities.
- 4.4 Our headteachers promote the principle of equal opportunity when developing the curriculum and promote respect for other people in all aspects of school life, for example, in assemblies, where respect for other people is a regular theme.

4.5 Our headteachers treat all incidents of unfair treatment and any racist incidents with due seriousness.

5 THE ROLE OF THE CLASS TEACHER

5.1 The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not knowingly discriminate against any child.

5.2 When selecting classroom material, 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 all stereotypical images.

5.3 When designing schemes of work this policy is used a guide, both in choice of topics to study, and approach to sensitive issues. So, for example, history topics in school include examples of the significant contributions women have made to developments in this country's history. In geography topics the teacher attempts to counter stereotypical images of Africa and Asia to show the true diversity of development in different parts of the world.

5.4 All our teachers challenge any incidents of prejudice or racism. A record of all incidents is kept in the school logbook which is kept in the headteacher's office. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

6 MONITORING AND REVIEW

6.1 It is the responsibility of each governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body 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 within the academy is discriminated against;
- requiring the headteacher to report to governors on a termly 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 behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.