

Christ Church CE Academy



Equal Opportunities Policy

This Church of England Aided Academy 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.

Status

January 2018	Draft for staff
	Accepted by staff
January 2018	Draft for Governors
29/1/18	Accepted by governors
January 2020	Date for Review

CHRIST CHURCH CE ACADEMY

Equal Opportunities Policy

This policy is linked to all policies, and specifically to the Race Equality Policy, the Disability Equality Policy, the Accessibility Policy and the Special Education Needs Policy.

1 Aims and objectives

We do not discriminate against anyone on any grounds.

We promote the principles of fairness and justice for all through the education and support that we provide in our school.

We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

We constantly strive to remove any form of indirect discrimination that is a barrier to learning.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and show respect for all minority groups.

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, we aim to promote positive social attitudes and respect for all.

2 The role of governors

The governing body 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 equity.

The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs in our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.

The governors welcome all applications to join the school, whatever the background or disability of the applicant.

3 The role of the headteacher

It is the headteacher's role to implement the school's Equal Opportunities Policy, Race Equality Policy and Disability Equality Policy along with all associated policies and she is supported by the governing body in doing so.

It is the headteacher's role to ensure that all staff members are aware of the school policy on equal opportunities and that everyone applies these guidelines fairly in all situations.

The headteacher ensures that all appointments panels give due regard to this policy so that no one is discriminated against when it comes to employment or training opportunities.

The headteacher 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 assemblies, where respect for other people is a regular theme.

The headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness and in line with school policies.

4 The role of the class teacher

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

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.

When designing schemes of work this policy is used as 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 and to show the true diversity of development in different parts of the world.

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

5 Monitoring and review

It is the responsibility of our 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 at this school is discriminated against;
- requiring the headteacher to report to governors 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.

This policy will be reviewed regularly in line with the Governing Body Policy Review Timetable.