



# Equal Opportunities Policy

## *An Daras Multi Academy Trust*

The An Daras Multi Academy Trust (ADMAT) Company

An Exempt Charity Limited by Guarantee

Company Number/08156955

Status: <b>Approved</b>	
Recommended	
Statutory	Yes
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Reviewed and approved as v1.1	<b>May 2015</b>
Next Review v1.1	<b>May 2017</b>
Advisory Committee	Resources and Staffing Committee
Linked Documents and Policies	Academy Anti Bullying Policy Inclusion Policy SEND Policy Behaviour Policy Accessibility Plan



## **Equal Opportunities Policy**

### **1 Aims and Objectives**

- 1.1** We do not discriminate against anyone, be they staff or pupil, on the grounds of their gender, age, race, disability, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.
- 1.2** We promote the principles of fairness and justice for all through the education that we provide in our academy trust.
- 1.3** We ensure that all pupils have equal access to the full range of educational opportunities provided by the academy trust.
- 1.4** We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.5** We ensure that all academy trust recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.6** We challenge stereotyping and prejudice whenever it occurs.
- 1.7** We celebrate the cultural diversity of our trust community and show respect for all minority groups.
- 1.8** We are aware that prejudice and stereotyping is 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 Anti-Racism**

- 2.1** It is the right of all pupils within trust schools to receive the best education the trust can provide, with access to all educational activities organised by the trust academy. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.
- 2.2** We endeavour to make our academy trust is welcoming to all minority groups. So, for example, we will immediately remove any offensive graffiti that we may find on trust sites. We promote an understanding of different cultures through the topics studied within our diverse trust curriculum offer,

and we reflect this in the displays of work shown around the academy trust sites.

- 2.3** Our trust curriculum offer reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, the curriculum gives due emphasis to ancient African traditions and cultures in the work that the children do on the Ancient Egyptians. In the Religious Education curriculum topic on religious festivals, the children study the importance of Diwali to Hindus and Sikhs. We also develop pupils understanding of both international culture through participation in collaborative international projects e.g. Regio Project and British culture and values e.g. Citizenship studies
- 2.4** Should anyone at our academy trust be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have as a result.

### **3 The Role of the Board of Directors**

- 3.1** The Board of Directors has set out its commitment to equal opportunities in this specific policy statement, and it will continue to do all it can to ensure that all members of academy trust community are treated fairly and with equality.
- 3.2** The Board of Directors seeks to ensure that people with disabilities are not discriminated against when applying for jobs within the academy trust. The Board of Directors take all reasonable steps to ensure that the trust premises and environment gives access to people with disabilities.
- 3.3** The Board of Directors welcome all applications to join the academy trust schools, whatever background or disability a child may have.
- 3.4** The Board of Directors will ensure that Local Governing Bodies set appropriate Equal Opportunities policy and they will monitor the effectiveness of the Local Governing Body implementation of policy into practice.
- 3.5** The Board of Directors 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.
- 3.6** The Executive Head Teacher will seek to ensure Heads of School have regular training and reviews of Equal Opportunity practice to ensure they have an up to date knowledge of good practice

## **4 The Role of Local Governing Bodies**

- 4.1** The Local Governing Body has set out its commitment to equal opportunities in the school specific policy statement, and it will continue to do all it can to ensure that all members of their academy community are treated fairly and with equality.
- 4.2** The Local Governing Body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at their specific academy. The Local Governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- 4.3** The Local Governing Body will, on their specific academy website, make reference to arrangements for disabled pupils.
- 4.4** The Local Governors welcome all applications to join their academy, whatever background or disability a child may have.
- 4.5** The Local Governing Body ensures that no child is discriminated against whilst in their academy on account of their gender, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the academy uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

## **5 The Role of Head of Schools**

- 5.1** It is the Head of School's role to implement their academy equal opportunities and racial equality policy and will be supported by the trust Executive Head teacher and Local Governing Body in so doing.
- 5.2** It is the Head of School's role to ensure that all staff are aware of their academy policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 5.3** The Head of School 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.
- 5.4** The Head of School 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 academy.
- 5.5** The Head of School treats all incidents of unfair treatment and any racist incidents with due seriousness.

## **6 The Role of Class Teachers**

- 6.1** The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 6.2** 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 stereotypical images of minority groups.
- 6.3** When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, 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.
- 6.4** All teachers challenge any incidents of prejudice or racism. We record any serious incidents in the school log book, and draw them to the attention of the Head of School. Sanctions are applied according to the behaviour policy. Teachers support the work of support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

## **7 Monitoring and Review**

- 7.1** It is the responsibility of our ADMAT Board of Directors to monitor the effectiveness of this Equal Opportunities policy. The Board does this by:
- monitoring the progress of pupils of minority groups across all trust schools and comparing it to the progress made by other pupils in the academy trust;
  - monitoring the staff appointment process, so that no-one applying for a post within the academy trust is discriminated against;
  - requiring the Executive Head Teacher (ADMAT) to report to the Board of Directors on an annual basis on the effectiveness of this policy;
  - requiring the Head of School to report to Local Governors on an annual basis on the effectiveness of this policy;
  - taking into serious consideration any complaints regarding equal opportunity issues from Local Governors, parents, staff or pupils;
  - monitoring the academy trust behaviour and exclusion policies, so those pupils from minority groups are not unfairly treated.

This Review: **May 2015**

Next Review: **May 2017**