

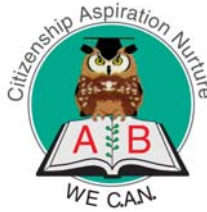


Albert Bradbeer Primary Academy

Equal Opportunities Policy

Dated January 2017

For review January 2018



ALBERT BRADBEER PRIMARY ACADEMY EQUAL OPPORTUNITIES POLICY

Mission Statement

At Albert Bradbeer Primary Academy we aim to provide a caring and purposeful environment in which the individual needs and abilities of each child are recognised and developed to enable them to achieve their full potential. We offer a broad interesting curriculum. In a rapidly changing world, we believe children need flexible attitudes and the capacity to accept new and relevant learning. At the same time, the Academy emphasises traditional values of fellowship, responsibility and consideration for others, regardless of race, religion, colour, gender or disability.

This document seeks to clarify Albert Bradbeer policy on Equal Opportunities.

Aim

To ensure that all within the Academy community both children and staff, are given the opportunity and encouragement in line with the LA Equal Opportunity Policy, to achieve their potential and to value themselves and their place in society.

Objectives

- ◆ to promote the principles of fairness and justice for all through the education we provide in our Academy and to endeavour to create a positive learning environment by ensuring equality of opportunity for everyone in Academy irrespective of race, religion, colour, gender, class and disability;
- ◆ to celebrate the cultural diversity of our local community and build upon the strengths of this to promote positive attitudes towards the Academy and local area as a multi-racial community;
- ◆ to give all children equal access to the full range of choices made available by education and to offer a curriculum which recognises values and celebrates achievements for all;

- ◆ to ensure that the Academy community is given the opportunity to learn about and appreciate other cultures;
- ◆ to ensure that all recruitment, employment, promotion and training systems are fair to everyone and provide opportunities for all staff to achieve;
- ◆ to challenge stereotyping and prejudice if it occurs and to strive to remove any forms of indirect discrimination that may form barriers to learning.

Organisation

- ◆ staff have high expectations of all pupils, irrespective of race, religion, colour, gender, class, disability and sexual orientation;
- ◆ all children are encouraged to take part in all areas of the curriculum, including extra-curricular activities;
- ◆ equal opportunities are reflected in the teachers strategies for questioning children;
- ◆ in Assemblies different faiths and festivals are celebrated;
- ◆ Class assemblies are held throughout the year where all children take part, there is a Celebration Assembly every Monday when we celebrate the children's achievement.
- ◆ our reading and library books reflect equality of opportunity;
- ◆ there is an Academy Council of elected representatives which meets fortnightly to discuss whole Academy issues;
- ◆ circle time also takes place throughout the Academy on a weekly basis;
- ◆ staff have yearly interviews with the Head Teacher to discuss their professional and personal development;
- ◆ the Academy will follow an agreed Performance Management Scheme;
- ◆ Adults within the Academy including office, kitchen and supervisory staff have equal opportunity to professional development and training.

Discrimination

All forms of discrimination against pupils, staff, parents, visitors and governors are treated seriously. When incidents are reported, the Head Teacher is informed; details are logged in an incident book; the child(ren)/adult(s) are spoken to; parents informed if necessary and very often the class teacher follows up such incidents in circle time in the classroom.

Racist symbols, badges and insignia on clothing and bags are forbidden in Academy and graffiti is removed immediately.

The Academy values diversity amongst its staff. In all appointments, the best candidate will be appointed, based upon strict professional criteria. All staff are encouraged to be aware of possible cultural or gender assumptions and bias within their own attitudes. Close home Academy partnership is seen as important.

Monitoring and evaluation

All co-ordinators for subject areas monitor their resources, planning and policies with regard to Equal Opportunities. Copies of each Year Group's medium term plans are held on the Academy intranet. These are monitored by the named person for Equal Opportunities.

Playground behaviour of all children is monitor carefully by Teaching Staff and Lunchtime Supervisors to eliminate unjust forms of discrimination. If any such incidents arise they are dealt with immediately by the staff concerned and the Head Teacher.

The comments made by the children in Circle Time, in 'worry Boxes' and in the Academy Council meetings are taken seriously and action is taken if necessary.

Staff Development is monitored by the Head Teacher, and is linked to priority areas in the Academy Improvement Plan and teacher's own personal development.

Management and Planning

The named person with responsibility for Equal Opportunities will monitor the Academy Improvement Plan with regard to the Equal Opportunities needs of the Academy. Any actions identified will be incorporated into the Academy Improvement Plan. Resources will be allocated within the targets set in the annual Academy Improvement Plan.

Written by: Charles Chambers

Presented to LAB 10/01/2017

To be reviewed: