

The Priory Primary Academy Trust
Equal Opportunities Policy



January 2012

Reviewed annually by the governing body

Introduction

The Priory Primary Academy Trust does not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.

We promote the principles of fairness and justice for all through the education that we provide in the Academy and ensure that all pupils have equal access to the full range of educational opportunities provided by the Academy. We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

We welcome cultural and linguistic diversity and reject and oppose racism. We are concerned to promote equality of opportunity, racial justice and good relationships between all groups. We celebrate the cultural diversity of our community and show respect for all minority groups.

All our children and parents are treated with the same care and consideration irrespective of their sex, religion, race, nationality or ability.

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

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

Race equality

We celebrate the cultural diversity of our community and show respect for all minority groups. We endeavour to make the Academy welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the Academy.

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. We challenge stereotyping and prejudice whenever it occurs.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So for example in the religious education curriculum topic on religious festivals, the children study the importance of Diwali to Hindus and Sikhs.

Should anyone at the Academy be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

Methods of Promoting Race Equality

Admissions

The School's admissions policy does not permit gender, race, colour or disability to be used as criteria for admission.

Registration

Children's names should be accurately recorded and correctly pronounced. Children should be encouraged to accept and respect names from other cultures

Material in use

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.

Books bought for the library are checked to ensure they do not portray stereotypical images of minority groups. Those that do are removed.

In assemblies we use stories and poems from a variety of cultures.

Anti-racism

Our aim is that all children should receive the best education the Academy can provide and access all activities. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately. We will do all we can to support the victim. In order to prevent any repetition of the incident the following actions will be taken:

- the teacher will initially deal with the incident. A record of the incident will be made and the Head or Deputy Head Teacher will be informed
- the Head Teacher or Deputy Head Teacher will deal with the matter
- if the incident happens at lunchtime, the children involved will be kept apart from each other, the allegation investigated and recorded, and a report made by the lunchtime staff to the Head or Deputy Head Teacher for investigation
- the incident form will be kept in the incident folder in the Head Teacher's room
- the child who caused the incident will be made aware that the incident is being noted and warned about future conduct. Where there is a pattern of racist behaviour from a child the parents will be asked to come to the Academy for a meeting with the Head Teacher.

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 Academy community are treated fairly and with equality.

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

The Governing Body will consider and ensure appropriate arrangements exist for disabled pupils.

The Governing Body will receive an annual report on the number of racist incidents and is appraised of all racist incidents.

The governors welcome all applications to join the Academy, whatever background or disability a child may have.

The Governing Body ensures that no child is discriminated against whilst in the Academy on account of their sex, 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 wearing of the Academy uniform, then the School will deal with each case sensitively and with respect for the child's cultural traditions.

The role of the Head Teacher

It is the Head Teacher's role to implement the Academy's equal opportunities and anti-racist policy and s/he is supported by the governing body in so doing.

The Head Teacher ensures that all staff are aware of the School policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

The Head Teacher 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 Head Teacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of Academy life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the Academy.

The Head Teacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

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 stereotypical images of minority groups.

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.

All our teachers challenge any incidents of prejudice or racism. We discuss the incident with the perpetrator and support the victim. We record all incidents in the School's report folder. All serious incidents are drawn to the attention of the Head Teacher or Deputy Head Teacher who may involve parents in formal discussions with the child. Teachers support the work of non-teaching staff.

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 Academy
- monitoring the staff appointment process, so that no one applying for a post is discriminated against

- requiring that the Head Teacher reports to governors on an annual basis on the effectiveness of this policy, including the occurrence of racist incidents as recorded by the Academy
- 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.

Points of action:

- the Head Teacher will give an annual report to the Governing Body on the number and nature of racist incidents that have occurred that year
- The governors will monitor the Academy's academic results with a special focus on the performance of ethnic groups.