



ST LEONARD'S CE PRIMARY ACADEMY
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 Reg Office: As above
 Company Reg No. 07807811
 Head Teacher: Nicola Mills BEd (Hons)



St Leonard's CE Primary Academy Equal Opportunities Policy 2017-19

This policy should be taken and used as part of St Leonard's CE Primary Academy's overall strategy, and implemented within the context of our vision, instrument of government aims, and values of a Church of England Academy. St Leonard's is a Church of England Primary Academy which celebrates a love of God and puts the Christian ethos at the centre of all that it does.

1 Introduction

1.1 Our academy is committed to achieving the five required outcomes of the Children Act 2004 ('Every Child Matters'), i.e. that all children should:

- be healthy
- stay safe
- enjoy and achieve
- make a positive contribution
- achieve economic well-being

2 Aims and Objectives

2.1 We do 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.

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

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

2.4 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.



Living and Learning Together with God's Help



- 2.5 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 2.6 We challenge stereotyping and prejudice whenever it occurs.
- 2.7 We celebrate the cultural diversity of our community and show respect for all minority groups.
- 2.8 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.

3 Anti-Racism

- 3.1 It is the right of all pupils to receive the best education the academy can provide, with access to all educational activities organised by the 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.
- 3.2 We endeavour to make our academy welcoming to all minority groups. So, for example, we will immediately remove any offensive graffiti that we may find in academy. 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.
- 3.3 Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, the history 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.
- 3.4 Should anyone at our academy be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.
- 3.5 This policy should be read in conjunction with the Anti-Racist Education Policy.

4 The Role of the Governing Body

- 4.1 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.
- 4.2 The Governing Body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our academy. The governors take all reasonable steps to ensure that the academy environment gives access to people with disabilities.
- 4.3 The Governing Body will, in its annual report, make reference to arrangements for disabled pupils.
- 4.4 The governors welcome all applications to join the academy, whatever background or disability a child may have.
- 4.5 The Governing Body ensures that no child is discriminated against whilst in our 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 academy uniform will be applied equally to boys and girls. If a child's religion affects the academy uniform, then the academy will deal with each case sensitively and with respect for the child's cultural traditions.

5 The Role of the Head Teacher

- 5.1 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.

- 5.2 It is the Head Teacher's role to ensure that all staff are aware of the academy policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 5.3 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.
- 5.4 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.
- 5.5 The Head Teacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

6 The Role of the Class Teacher

- 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 All our teachers challenge any incidents of prejudice or racism. 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 the 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 via information from the Head Teacher;
 - monitoring the staff appointment process, so that no-one applying for a post at this academy is discriminated against;
 - taking into serious consideration any complaints regarding equal opportunity issues from parent/carers, staff or pupils;
 - monitoring the academy behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

This policy will be reviewed every two years, or earlier in the light of new legislation.