

September | 17



Unity Academy Trust Equal Opportunities Policy

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Aims & Ethos

Unity Academy Trust wish to promote equality of opportunity for all through the development of tolerance and understanding of a diverse society. Our schools value the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest standards. This policy helps to ensure that this school promotes the individuality of all our children, irrespective of religion, ethnicity, attainment, age, disability, gender or background.

Equality of Opportunity

Equality of opportunity is regarded as vital. The taught curriculum and wider life of the school must be accessible to all pupils. Any form of stereotyping will be challenged; mutual respect and understanding of others will be encouraged at every opportunity. Pupils will be encouraged to have a positive self-image and so that they may feel happy and secure at school. Planned opportunities will be provided within the curriculum and through collective worship for these issues to be discussed and explored at a level appropriate to the pupils' understanding.

The Role of the Teacher

Staff must be alert to any incidents of discrimination, however subtle, so that that they may be dealt with promptly and consistently according to the School's Behaviour Policy. Should a serious incident occur it should be reported immediately to the Headteacher. It is important that staff are seen to act as positive role models in the promotion of equality. The promotion of equality is more challenging in a school, which does not include a wide cross-section of cultures. The need to value and appreciate the diversity of cultures and beliefs beyond the school must be understood by all pupils. Curriculum leaders are responsible for checking materials in their own subject areas and for ensuring that books and work sheets promote equality. Class teachers should also ensure that any books and materials in use follow this policy.

Equal Opportunities within the School

The following check list may be helpful in promoting equal opportunities. It should be noted that the list does not attempt to be exhaustive.

1. Open access to all games and physical activity regardless of gender or disability.
2. Specific jobs to be allocated equally and not according to 'job type'.

3. Teacher awareness of stereotyping issues in specific curriculum areas e.g. "Boys are better at Science".
4. Teachers to act as positive role models.
5. A positive attempt not to allocate all jobs requiring strength to boys.
6. Recognising other festivals within school apart from Christian festivals.
7. The use of materials such as stories from other countries.
8. Inviting into school adults from other cultures and backgrounds to talk to the class.
9. Pupils being aware that the staff will not tolerate remarks of a sexist, racist or any other form of derogatory nature.
10. Ensuring that as teachers we do not promote images of other cultures or countries that are stereotyped.
11. Pupils being aware that they are treated both as individuals and collectively in a fair and equal way and ensuring that they realise that they are valued for who they are.

Policy Review

This policy will be monitored as part of the Trust's annual internal review or as required by legislature changes.