

EQUAL OPPORTUNITIES POLICY

This policy should be considered alongside all other policies adopted within the school. Many of these make specific reference to this policy.

Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Statements of Principle

1. Discrimination on the basis of race, sex or disability is unacceptable at The Robinswood Academy Trust
2. Every pupil and teacher will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for and appreciation of each other as individuals.
3. The primary objective of our schools will therefore be to educate, develop and prepare all our pupils, whatever their race, religion, sex or ability, for life in a multi-cultural society.
4. An equal opportunities philosophy will be practiced by all staff.
5. The school acknowledges the complexity of British society and recognises that it would be failing the pupils if it did not prepare them for their integral part in society.
6. The school is committed to emphasising the common elements and values for our multi-cultural society rather than highlighting conflicting areas.

We see our first task as equipping pupils with an awareness of an increasingly diverse society and of presenting the world as it is and as we would like it to be. On such foundation, pupils will develop their own attitudes to a pluralistic society. The school's experience is that of all backgrounds exhibiting a strong desire to be part of society, as it exists in our community.

Practice

1. Admission - The school follows the Governing Body's Admission Policy, which does not permit sex, race, colour or disability to be used as criteria for admission.
2. Registration - Pupil's names should be accurately recorded and correctly pronounced. Pupils should be encouraged to accept and respect names from other cultures.
3. Discrimination - All forms of discrimination by any person within the school are to be treated seriously. A careful note will be kept of such incidents, whether they take place in the playground, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable.
 - **Pupils** - If there are subsequent incidents, then the appropriate senior staff member, should be involved and consideration should be given to involving parents. Racist symbols, badges and insignias on clothing and bags are forbidden in school. Graffiti should be immediately removed. Parents will be made aware of the school's commitment to equal opportunities.
 - **Staff** - The school values diversity amongst the staff. In all staff appointments, the best candidate will be appointed, based upon strict professional criteria.
 - The school's pastoral care organisation should be used, particularly with regard to home/school liaison and for dealing with any situations of discrimination or harassment.

- **The Curriculum** - All pupils will have access to the school's curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum will be balanced, objective and sensitive and must not highlight sexual and cultural diversity.
- **Language** - The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families. Pupils and staff must feel that their language or dialect is valued.
- **Resources** - The school's aim is to provide for all pupils according to their needs, irrespective of sex, ability, ethnic or national origins. Whenever possible, staff must ensure that the resources used in all curriculum areas are multi-cultural and non-sexist. Variety will be evident in the morals, stories and information offered to children.

Racial Harassment

See Ethnic Diversity policy.

Racial harassment is defined as a form of racist behaviour, which uses intimidating threats or causes offence, by oral, physical or written insult or innuendo, depending for this effect upon the supposed superiority of one ethnic group over another. It is a complex problem, which must be recognised and dealt with immediately.

Schools within The Robinswood Academy Trust will work within the following principles and procedures:

- All incidents are reported and dealt with by a member of the schools' Senior Management Team. If accusations are found to be true, parents of those making racist comments etc. are notified immediately and appropriate internal sanctions taken.
- All incidents are logged within the racial incident notebook.
- Any harassed individual is spoken with and appropriate care is offered, including contacting a relevant adult if necessary.

Date of Policy: May 2018