



Westfield Primary Academy

Equality Policy

Date Approved	
Signed	(Chair of School Improvement Committee)
Minuted	(Date)
Date of Next Review	

Aims of the School

Our Vision

The Westfield Community are focused upon: Driving Learning Forward Together

Our Values

- **Courage**
We are strong and brave in all our challenges
- **Determination**
We believe in success – we try, try and try again.
- **Excellence**
We aim to be the best that we can be.
- **Respect**
We care for ourselves, each other and our environment.
- **Inspiration**
We explore and take ideas from the world around us.

Our Core Principles

The school community has a responsibility to ensure that the school is free from discrimination of any kind.

Issues of equal opportunity should be part of the education of all learners. We can work towards mutual respect and understanding in an increasingly interdependent world.

Our Equal Opportunity Policy is designed to help us positively promote each other's individual rights and our responsibilities towards others.

Our Objectives

- To promote actively equal opportunities in all areas of school life.
- To ensure that all students are given the best education regardless of ability, gender, race, culture and disability, religion or sexual orientation.
- To ensure that members of the school community know their rights, and respect the rights of others.
- To ensure that prejudice or discrimination in all its forms is actively rejected.
- To raise awareness of equal opportunities issues for all members of the school community, and through our links with the local community.
- To establish strategies to enable each individual to fulfil his/her potential to ensure equality of access to the curriculum.
- To ensure that all aspects of running the school are based on the principles of equality of opportunity.
- To make sure that this policy is used consistently by all members of the school community.

Our Practices

Responsibilities for Equal Opportunities

- The governing body will monitor and review the working of the policy and procedures by allocation of duties to committees of the governing body.
- The Head has responsibility for the equal opportunities policy, and for delegating tasks and responsibilities to other staff, and for ensuring that the policy is known and understood by staff, students and parents
- Each member of staff should be aware of their responsibilities within the policy.

Communication

- The policy will be communicated through the following ways:
 - Pupil reward system – medal tokens
 - The website
 - Staff meeting
 - Assemblies

- All staff, students and governors must be familiar with the policy and act in accordance with it.
- Parents will be made aware of the policy and its implications.

Ethos of the School

- Visitors and those who telephone or write to the school will be made to feel welcome.
- Positive links with the community are encouraged.
- Displays around the school will reflect positive images and the diversity of the community.
- Rules, rewards and sanctions are applied equally to all students (Talk to Learn).
- Appropriate attitudes, language and behaviour are actively promoted.
- Procedures for dealing promptly with incidents of bullying, sexual, racial and disability discrimination are in place.
- School publications will be produced with regard to the policy.
- Planned opportunities for students to develop a practical understanding of appropriate social relationships and the rights and responsibilities of individuals will be included in the curriculum.

Equal Opportunities Access

With due reference to the resources available:-

- The learning environment should not prejudice any individual or group
- The learning environment has been designed to ensure that all students and groups can access the range of classroom activities.
- Curriculum groupings will be decided by the class teachers incorporating the needs of the pupils.
- Teachers will teach and promote equal opportunities at all times.
- Access for those covered under the Disability Discrimination Act is secured via the Disability Action Plan

Spiritual, Moral and Cultural Needs

- The school ensures that all students have the opportunity to participate in collective worship and provision is made for those whose parent wish them to be withdrawn.
- Collective worship is planned and encourages students to explore questions about meaning and purpose, values and beliefs and the multi-faith nature of the school.

Curriculum (See Curriculum Policy)

- All students will have full access to the full range of the curriculum wherever possible.
- Equal opportunity issues will be addressed directly and consistently in the taught curriculum and indirectly in the hidden curriculum.

- Equal opportunities will be taken into account in all curriculum planning and regularly reviewed at least annually.
- Ethnic minorities of the school are taken into account in all aspects of curriculum planning and whole school activities.

Curriculum Resources

- Resources should be free from bias wherever possible and regularly reviewed to ensure that they are appropriate and effective.

Staff Employment

- Advertisements and job specifications will carry a statement denoting that this School is an equal opportunities employer and welcomes applications for all posts from appropriately qualified persons regardless of sex, race, religion, disability or age.
- People with disabilities will be offered facilities at interview to enable them to demonstrate their suitability for employment.
- Candidates for vacant posts will be assessed against relevant criteria only e.g. skills, qualifications and experience.
- The School will keep information about the sex, ethnic background, disability and age of candidates for appointments and
- Inform the Governors Finance Committee on an annual basis.

Staff Development

- All employees have an equal chance of training, career development and promotion.
- All recruits will be offered induction training, which will include reference to equal opportunities policy.
- Staff development opportunities will be monitored and presented to the Governors on a termly basis.
- People becoming disabled while in employment will be given positive help to retain their jobs or be considered for redeployment if that is necessary

Monitoring and Review

- A log of all reported breaches of the Equal Opportunities Policy is kept on file.
- The policy will be reviewed annually. Changes should be reflected in the school development plan and reported to the Governing Body.
- The Leadership team will monitor the operation of this policy.

Incidents

- Strategies are in place and communicated to all staff for dealing with breaches of Equal Opportunities Policy, homophobic bullying and racist incidents will be recorded in the Prejudiced Incidents File located in the Staffroom.
- Breaches of the Equal Opportunities Policy should be reported using the Incidents Log and these will be treated as disciplinary issues.
- The Deputy Head teacher in charge of equal opportunities will monitor the incident log.

Other Policies

- All school policies should be constructed with regard to the issues of equal opportunities.

Review

This policy will be reviewed in line with the school's policy review programme.

March 2017