



## **BROOKE HILL ACADEMY TRUST**

### **EQUAL OPPORTUNITIES POLICY**

It is the policy of Brooke Hill Academy Trust to promote equal opportunities in a positive manner, in all aspects of school life. We will not accept discrimination in any form; written, verbal, emotional or physical; or any form of bullying or racial/sexual harassment.

- We aim to:-
- (i) ensure mutual respect for/of all pupils and staff and a positive attitude to the society in which we live.
  - (ii) ensure that all children and staff are treated fairly and justly regardless of gender, ability, race, religion, disability or social origins;
  - (iii) ensure that pupils fulfil their potential and develop a positive image of themselves;
  - (iv) recognise all pupils and staff as individuals and value their contribution to the school;
  - (v) promote good relationships between staff, children, parents, Governors and all outside agencies;
  - (vi) develop in all pupils and staff an awareness of commitment against racism, sexism and classism;
  - (vii) develop good employment practices in respect of all employees regardless of their race, religion, gender or gender orientation.

Equal opportunities are provided as:-

- (i) all Brooke Hill Academy Trust children have access to all areas of the curriculum;
- (ii) no discrimination is made between girls and boys;

- (iii) the children are treated as individuals having their own abilities, background and experiences;
- (iv) every pupil is equally valued in our school.

To this end staff should:-

- (i) plan the curriculum so it reflects and meets the needs of all the children;
- (ii) differentiate materials according to the child's ability;
- (iii) ensure that a child's best efforts are valued and displayed;
- (iv) be aware of, and communicate knowledge of difficulties experienced by the child which may affect progress;
- (v) encourage an appreciation of the diversity of lifestyles and culture, religious and linguistic backgrounds which make up our society and the wider world;
- (vi) recognise that some children come to school with stereo-typed ideas and misconceptions. These should be challenged through expectation and discussion;
- (vii) take responsibility for promoting positive ideas in the classroom, around the school and in the playground. Record and assess the children's achievement in learning accurately. Use resources and displays to promote equal opportunities work.

To ensure equal opportunities staff must always be aware of:

- (i) what they ask the children to do and who they ask to do it;
- (ii) the necessity to treat all children, irrespective of race, religion, gender or ability the same;
- (iii) the importance of mixed groups and seating arrangements;
- (iv) their own attitudes and expectations;
- (v) equal access to the curriculum meaning a real opportunity to benefit.

Equal opportunities (staff) are provided as:-

- (i) Academy guidelines strictly adhered to;
- (ii) access is afforded to all staff in relation to promotion and professional development;
- (iii) no discrimination is made between staff on any grounds;
- (iv) all staff are equally valued;
- (v) all applications for posts are given equal consideration and similar treatment if interviewed. The best candidate will be appointed based upon strict professional criteria.

To this end we will:-

- (vi) ensure that all staff both teaching and non teaching are made aware of training, development and promotional opportunities;
- (vii) check that the text of advertisements does not exclude any group of suitable applicants;
- (viii) ensure that the recruitment procedure does not discriminate either directly or indirectly;
- (ix) ensure applications are shortlisted according to objective criteria;
- (x) record decisions concerning shortlisting and appointment for a period of at least 6 months.

### Admission

Brooke Hill Academy Trust will accept children during the academic year in which they are five. The academic year runs from 1<sup>st</sup> September to the following August 31<sup>st</sup>. This means that all the children attending a school in our Trust have the opportunity to spend three full years in the Early Years Foundation Stage if their parents wish.

If applicants exceed places then the Governors Admissions sub-committee will apply the selection criteria to allocate available places.

- (i) children within catchment;
- (ii) children with brothers or sisters already attending the school;
- (iii) pupils with special medical or domestic needs;
- (iv) pupils who live nearest the school.

These statements are expressed more fully in the Admissions Policy.

All forms of discrimination or harassment by any person within the school are to be treated seriously. A careful note will be kept of such incidents.

This policy reflects the consensus of opinion of the whole teaching staff.

It has been drawn up as a result of staff discussion and was agreed by the Trust's governing body.

<b>Date for review</b>
Nov 2019