

The Good Shepherd Primary Catholic Voluntary Academy



Equal Opportunities

Mission Statement

Our mission is to develop our children with active and creative minds, a sense of understanding and compassion for others and the courage to act on their Catholic beliefs.

In our school community we celebrate our faith and we work together to achieve our personal potential by trying to live like Jesus and become the person that he wants us to be.

Ratified On:	September 2020
Review Date:	September 2021
Chair of Governor's signature:	Mrs R Burke
Headteacher's signature:	Mrs M.H.B. Williams



Equal Opportunities

We are a Catholic Academy and we believe that we should live our lives according to the gospel teachings of Jesus Christ. We believe that all pupils and academy personnel are entitled to equality of opportunity regardless of their age, gender, ethnic origin, physical disabilities, learning needs, sexual orientation, religious beliefs, or their marital status.

We want everyone to be able to take an active part within the academy community where everyone feels valued, understands their rights and are respectful of the rights of others.

We will address and deal with all incidents of racism, sexism and bullying by applying our behaviour policy/Code of Conduct. But we must be alert to the signs of racial harassment and bullying and to act appropriately in order to maintain an appropriate ethos that is based on respect and tolerance for one another.

Aims

- To promote equality of opportunity throughout the academy for both pupils and adults regardless of age, gender, ethnicity, religious belief, ability, disability or social background.

Procedure

Role of the Governing Body	<ul style="list-style-type: none">• The GB has:<ul style="list-style-type: none">▪ delegated powers and responsibilities to the Headteacher to ensure that this policy is embedded into the culture of the academy;▪ nominated a link governor to visit the academy regularly, to liaise with the Headteacher and to report back to the GB;▪ responsibility for the effective implementation, monitoring and evaluation of this policy
Role of the Headteacher	<ul style="list-style-type: none">• The Headteacher is responsible:<ul style="list-style-type: none">▪ for ensuring that academy personnel, pupils and parents are aware of and understand this policy;▪ for ensuring equality of opportunity is represented in all curriculum subjects and areas of learning;▪ for monitoring and reviewing:

	<ul style="list-style-type: none"> - the Accessibility Plan - the Admissions Policy - the Disability Equality Scheme - the Race and Gender Equality Scheme ▪ for recording and dealing with incidents of racism, bullying and other inappropriate behaviour; ▪ for seeking advice from appropriate agencies in order to ensure that this policy is kept up to date; ▪ for regularly reporting to the GB on the standards achieved by different groups within the academy; ▪ recording, reporting and addressing all racial incidents; ▪ for monitoring and evaluation of this policy
<p>Role of Academy Personnel</p>	<ul style="list-style-type: none"> • Academy personnel must: <ul style="list-style-type: none"> ▪ abide by and adhere to this policy; ▪ report incidents of unequal treatment to the SMT; ▪ maintain an overall academy ethos of respect and tolerance for one another; ▪ insist on good pupil conduct; ▪ act as role models; ▪ be alert to signs of racial harassment and bullying; ▪ carefully monitor all groups of pupils to ensure that they make progress and achieve their targets; ▪ provide a stimulating, relevant and exciting curriculum that will motivate and enthuse all students; ▪ ensure planning is differentiated in order to provide full access for all pupils; ▪ create a positive classroom ethos and is welcoming to both sexes; ▪ ensure pupils feel valued and have individual targets; ▪ open to the views of pupils
<p>Role of Pupils</p>	<ul style="list-style-type: none"> • Pupils are encouraged to put forward their views on all aspects of academy life via the academy council, discussion groups, circle time etc.
<p>Admissions & Exclusions</p>	<ul style="list-style-type: none"> • The GB ensures that: <ul style="list-style-type: none"> ▪ the academy admits pupils from all sections of the local community and with a broad range of individual needs; ▪ every effort is made not to exclude pupils permanently

Accessibility Plan	<ul style="list-style-type: none"> • We have in place plans to make the academy building more accessible to pupils, academy personnel and visitors who are disabled.
Schemes	<ul style="list-style-type: none"> • After consultation that took place across the academy community we have produced and have in place: <ul style="list-style-type: none"> ▪ a Disability and Gender Equality Scheme ▪ a Racial Equality Scheme • Both schemes are reviewed annually by the GB.
Recruitment Process	<ul style="list-style-type: none"> • We are an Equal Opportunities employer and we adhere to the principles of equal opportunity in all aspects of the recruitment process. • We welcome applications for vacant posts from appropriately qualified persons regardless of gender, race, sexual orientation, religion or belief, disability or age.
Complaints	<ul style="list-style-type: none"> • The complaints procedures will be used to deal with any discriminatory complaint from any member of the academy personnel. • Any case of harassment will be dealt with by the academies disciplinary procedure.
Training	<ul style="list-style-type: none"> • We ensure all academy personnel have equal chances of training, career development and promotion. • Periodic training will be organised for all academy personnel so that they are kept up to date with new information and guide lines concerning equal opportunities.
Monitoring the Effectiveness of the Policy	<ul style="list-style-type: none"> • Annually the effectiveness of this policy will be reviewed, or when the need arises, and the necessary recommendations for improvement will be made to the governors.