



Inspire Nurture Excel

CHEPPING VIEW PRIMARY ACADEMY SCITT EQUAL OPPORTUNITY POLICY

Adopted from Inspiring Futures Partnership Trust March 2019

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| Updated | October 2022 |
| Updated by | Jon Mason, Principal |
| Adopted by | Debrah Maddox, SCITT Leader |
| Next Review | October 2023 |

EQUAL OPPORTUNITY POLICY

The Trust and SCITT is committed to promoting understanding of the principles and practices of equality and justice for all trainees, staff and pupils irrespective of race, religion, gender, language, disability or family background, and to the active support of initiatives designed to further this principle.

We believe that equal opportunity is at the heart of good educational practice. All trainees, staff and pupils are of equal value and deserve equal access to every aspect of academy life. They have an equal opportunity to learn and work towards their highest possible levels of achievement. The values we hold as an academy and SCITT help to emphasise equal opportunities for all trainees, staff and pupils at all times. All personnel are responsible for ensuring that we implement this policy.

Aims

Our aim is to equip trainees, staff and pupils with an awareness of our diverse society and to appreciate the value of difference. This will be achieved by adherence to the following principles:

- Discrimination on the basis of ethnic origin, religion, culture, origin, sex, disability, gender or ability is not acceptable.
- The primary objective of this SCITT will be to educate, develop and prepare all our trainees and their pupils for life whatever their ethnic origin, religion, culture, origin, sex, disability, gender or ability.
- Trainees, staff and pupils will further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals.

Managing Equality in Practice

1. Admission

The Academy and SCITT follows the LEA and Academy Admission Policies that do not permit race, sex, colour or disability to be used as criteria for admission.

2. Registration

Trainees', staff and pupils' names will be accurately recorded and correctly pronounced.

Trainees, staff and pupils will be encouraged to accept and respect names from other cultures.

3. Discrimination

All forms of discrimination by any person within the Academy's and SCITT's responsibility will be treated seriously as such behaviour is unacceptable. Racist symbols, badges and insignia on clothing and equipment are forbidden in the Academy and SCITT. Websites which promote racist or extremist views are blocked by the academy filters. Trainees and staff should be aware of possible cultural assumptions and bias within their own attitudes. In all trainee and staff appointments the best candidate will be appointed based on strict professional criteria.

4. Language

The Academy and SCITT views linguistic diversity positively. Trainees, staff and pupils must feel that their natural language is valued.

5. Resources

The Academy's and SCITT's aim is to provide for all trainees, staff and pupils according to their needs, irrespective of ethnic origin, religion, culture, origin, sex, disability, gender or ability.

6. Curriculum

The Academy's and SCITT's aim is to provide a diverse curriculum and training programme in line with the Primary Strategy. All trainees and their pupils are expected to participate in the National Curriculum. However, if parents choose to withdraw their children on specific cultural or religious grounds, the Academy's and SCITT's responsibility is to supervise the child. We have no responsibility to teach the child separately in a way that may give an advantage against other children who are participating in the cultural or religious activity. Parents may not keep their child off school on these occasions.

Equality of opportunity permeates the whole curriculum and will be reviewed regularly.

7. Ability

The 1981 Education Act and the Education Reform Act of 1988 placed the onus on class teachers to access the curriculum to all children equally. The National Curriculum requires a breadth, balance, relevance and differentiation which will enable each pupil to participate at an appropriate level. The match of pupil to a modified curriculum is relevant to the exceptionally gifted child as much as to the child experiencing difficulty in learning. These issues are addressed in the policies for SEN and Able, Gifted and Talented.

8. Staff

The Academy values diversity amongst the staff. In all appointments, the most suitable candidate will be appointed on professional criteria and recruitment carried out in a manner consistent with equal opportunity practice.

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