

Glebe Academy

EQUAL OPPORTUNITY POLICY

PUPILS and STAFF



'Achieving Together'

Preventing unlawful discrimination across our academy

Approved by the Governing Body of Glebe Academy

Chair of Governors: Mrs Kay Price

Policy Date: October 2014

Reviewed: February 2019

POLICY FOR EQUAL OPPORTUNITIES 2019-2021

Introduction:

Glebe Academy aims to provide all pupils and staff with Equal Opportunities. Glebe Academy supports equal opportunities by countering stereotypes and prejudice, reducing the effects of sexual, racial and social discrimination, while at the same time acknowledging the diverse cultural and educational needs of our pupils.

Equality of opportunity for all pupils and staff is essential, whatever their age, ability, gender, race or background. We recognise that a person's self-perception can be influenced by his or her environment. We want everyone to feel valued and equal and able to achieve their full potential during their time with us. We work passionately to ensure that our expectations, attitudes and practices - do not prevent anyone from fulfilling his or her potential.

Pupils:

For our pupils we understand that, as pupils mature and their relationships with peers of both sexes develop, their perception of gender roles alters. We also accept that such perceptions are influenced by other factors, including home, peer group and media. Pupils of both genders have equal opportunity within, and equal access to all areas of the School Curriculum. Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.

Efforts are made to recognise, and be aware of, the possibility of gender bias in our teaching and learning materials and in our teaching styles.

Materials are selected carefully for all areas of the Curriculum to avoid sexual stereotypes and gender bias.

Impartiality is demonstrated by teacher time, attention and resources being given equally to boys and girls, who are encouraged to work and play freely together

Opportunities are given for pupils to work with male and female teaching and non-teaching staff. Equal opportunities are addressed within the programme of assemblies.

Teaching and other groupings, such as dinner queues, assembly seating, lines for dismissal, classroom seating and playground area, are organised by criteria other than gender or race; for example, age, ability, friendship.

Equality is demonstrated when giving/delegating responsibility and noting the achievements of pupils.

Discipline - notably rewards and sanctions - are the same for all students.

Our uniform policy embodies the same standards for all students.

Separate toilets are provided from Foundation Stage 2/Reception Class onwards and separate PE changing facilities for Years 5 and 6.

Children and staff are encouraged to respect and value each other, and build and maintain co-operative working relationships both within school and in the community.

Monitoring and Evaluation:

Glebe Academy recognises the value of evaluating and monitoring equal opportunity measures including:

- reviewing attendance and punctuality - analysing reasons for absence - where patterns affect particular groups of pupils.
- analysing the attainment and progress of pupils, highlighting significant variations in attainment among students of different gender, ethnicity or background.
- Staffing, Recruitment and Employment

Glebe Academy understands that it is situated in a predominantly white area in a City which has elsewhere a higher proportion of students and staff from different ethnic backgrounds. The academy acknowledges it has a duty to prepare pupils to live and work in a diverse cultural world. Governors also understand that they should take steps to ensure that the staffing profile of the school reflects the wider ethnic mix of the City.

When recruiting staff, Glebe Academy has to check that all of its literature and information is fair, balanced and representative. It also has to ensure that there is no bias or prejudice. All applicants have to be considered fairly and transparently against a set of criteria which can be objectively checked.

Glebe Academy operates a fair pay and staff recruitment policy that ensure remuneration of staff and recruitment of employees is fair and transparent.

Glebe Academy has seen an increase in admitting pupils from outside the United Kingdom or with English as a second language over the last two years and welcomes the increased diversity this has brought to the school.