



“TOGETHER WE ARE STRONGER”

## Equal Opportunities Policy

Approved by the Chair of Governors

Signature \_\_\_\_\_

Date \_\_\_\_\_

This Policy will be reviewed October 2023

## **Rationale**

At Dorrington Academy we recognize our responsibilities to promote good relations between pupils, staff, governors, parents/carers and the local community. The promotion of equal opportunities is the responsibility of the whole school community and must be reflected throughout the organization of the schools and be addressed in the curriculum and in areas beyond the curriculum.

## **Aims and Objectives**

Throughout the implementation of the Equal Opportunities policy we aim to:

Create an environment in which we all feel valued, irrespective of ethnic origin, gender, ability, disability, religion or age.

Ensure equal access to all areas of the curriculum of all the children in our care.

Promote belief that all can and should achieve their highest potential in all areas of the taught and 'hidden' curriculum.

Ensure that all materials used within school to promote learning, are appropriate and free from bias.

## **Managing Equality in Practice**

### **1. Admissions**

The Academy follows the LA and Governing Body Admission Policies that do not permit sex, race, colour or disability to be used as criteria for admission with the exception of nursery provision when disability and SEN criteria is taken into account when allocating places.

### **2. Registration**

Pupils' names will be accurately recorded and correctly produced. Pupil names will be in accordance with their birth certificate or passport. Pupils will be encouraged to accept and respect names from other cultures.

### **3. Discrimination**

All forms of discrimination by any person within the school's responsibility will be treated seriously as such behavior is unacceptable. Staff should be aware of possible cultural assumptions within their own attitudes. In all staff appointments the best

candidate will be appointed based on strict professional criteria. Parents should be aware of the schools commitment to equal opportunities.

### **Monitoring and Evaluation**

It is the responsibility of all staff to monitor the success of the equal opportunities policy by ensuring that the equal opportunities issues raised within it are followed and supported.

Where monitoring identifies a matter of concern, appropriate action will be taken at Senior Management level to address the situation, after seeking appropriate consultation and advice. The outcomes of any monitoring and action will in turn be recorded in the School Improvement Plan.

# Dorrington Academy

## Equality Statement

- In accordance with our school ethos, we will respect the equal human rights of all our pupils and educate them about equalities issues;
- We will also respect the equal rights of our staff and other members of the school community;
- In order to do this, we will comply with relevant legislation including setting and implementing objectives for the particular needs and circumstances of this school in relation to the protected characteristics defined in legislation on equality.

The governors are responsible for:

- Making sure the school complies with the relevant equality legislation;
- Meet the specific requirements for publishing information (where applicable) and equality objectives.

The head teacher is responsible for:

- making sure the Equality Act is followed in the school;
- producing regular information for staff and governors;
- making sure all staff know their responsibilities and receive training and support in carrying these out;
- taking appropriate action in cases of harassment and discrimination, including bullying related to the protected characteristics;

Both governors and head teacher are responsible for regular monitoring and review

Ratified by the *Governing Body*

Signature: \_\_\_\_\_  
(*Chair of the Governors*)

Date: \_\_\_\_\_

**This policy will be reviewed October 2023**