



**Churchdown School Academy**

ACHIEVING SUCCESS FOR ALL

## Equal Opportunities Policy

### Churchdown School Mission Statement

Our mission is to be a school where student development and learning are at the centre of everything we do. Students are expected to strive for personal excellence and demonstrate a commitment to learning as they fulfil their potential. Our community is a nurturing and caring one, where students are encouraged to show compassion, friendship and support towards one another. We aim to provide an education which is fully inclusive, where every child is valued for who they are and who they can become.

At Churchdown School the education we provide is guided by the values of integrity, resilience, respect, ambition and tolerance. These values are particularly important to us as we develop the students into lifelong learners and prepare them for a life beyond school.

### Application

#### 1. The Curriculum

- 1.1 Opportunities within the classroom should not be restricted because of race, gender or cultural background.
- 1.2 Teaching or reference materials should not foster prejudice or discrimination, whether unconsciously or overtly.

#### 2. Pupil Members of the School

- 2.1 Pupils should be encouraged to respect the diversity of the school community.
- 2.2 Abuse of other pupils on grounds of race, gender or cultural background will not be tolerated.
- 2.3 The display of discriminatory or inflammatory slogans or insignia will be regarded as a serious offence.

#### 3. Governors and Employees of the School

- 3.1 All governors and employees of the school have a duty to ensure that none of its opportunities are denied on grounds of race, gender or cultural background.
- 3.2 Members of the teaching and support staff and governors should appreciate that their choice of language helps to set the tone of the institution. Discriminatory remarks are to be avoided, even when they are intended to be light-hearted.
- 3.3 All who work at the school should feel confident that they will not suffer discrimination.

#### **4. Monitoring and Implementation**

- 4.1 The Deputy Head is the nominated member of the Senior Management Team who will monitor Equal Opportunities within the school.
- 4.2 The Deputy Head will ultimately receive details of individual cases where serious abuse of equal opportunity has occurred. All teaching staff, however, have a duty to act when they encounter behaviour falling short of the standards laid down in this policy. All other employees are encouraged to take appropriate action when they believe that these standards are not being met.

*When this policy was reviewed, an equality impact assessment was conducted to ensure any changes did not have an adverse effect under the terms of the Equality Act 2010. Should you have any comments regarding this policy, please contact the school.*