



St Matthew Academy

EQUAL OPPORTUNITIES (pupils)

Policy

Our motto is 'Let your light shine'. It is taken from St Matthew's Gospel and captures our belief in the uniqueness of each individual. Our aim is to ensure that the talents and strengths of each pupil are encouraged, developed and celebrated

Successful, confident learners

High expectations, outstanding achievements

Inclusive, caring, Catholic community

Nurturing talent, cultivating ambition

Excellence for all

Date of Approval	Summer 2018
Review Date	Summer 2020

1. Aims

- 1.1 The Governing Body of the Academy aims to provide an appropriate learning experience for all pupils, whatever their colour, origin, culture, gender, religion or ability. The Academy has high expectations of all pupils.
- 1.2 The Academy aims to provide pupils with the opportunity to learn in a Christian environment, based on the Gospel values and free from prejudice. It is the responsibility of all staff to educate against any form of prejudice or negative stereotyping and to ensure that their conduct with pupils and colleagues reflects this responsibility at all times.

2 Teaching

- 2.1 Teachers are responsible for ensuring that:
- i teaching styles, methods, language, questioning and classroom management includes and engages all pupils;
 - ii suitable resources are chosen which motivate and are sensitive to different groups, cultures and backgrounds;
 - iii stereotypes and what are thought to be stereotypical activities are effectively challenged;
 - iv teaching strategies are reviewed in relation to variations in learning and attainment and in the light of known good practice; and
 - v they are aware of possible cultural assumptions and bias within their own attitudes.

3 Leadership and Management

- 3.1 The senior and middle leaders are responsible for ensuring that appropriate arrangements are put in place to monitor the performance of potentially disadvantaged pupils. Measures would include:
- i identifying and investigating any patterns with regard to exclusions and poor attendance in respect of particular groups;
 - ii monitoring differences in pupil attitudes to work and towards each other, with a view to identifying any significant patterns;
 - iii addressing issues such as sexual or racial harassment, bullying and hostile behaviour and ensuring that there are effective procedures for reporting and responding to such incidents;
 - iv ensuring that the performance of different groups of pupils are monitored and evaluated so that the particular needs of different pupils are met; and
 - v the impact of additional support on standards achieved is evaluated.

3.2 It is essential that there is an appropriate response to identified patterns of attainment, progress, behaviour, attitudes and attendance. It is the responsibility of senior and middle leaders to ensure that:

- i strategies are implemented to raise performance, aspirations and self-esteem;
- ii staff development is provided to raise awareness of differences in need and to promote strategies to raise achievement in all pupils and
- iii an environment is created which affirms and supports ethnic, cultural and social diversity, promotes tolerance of other faiths and effectively promotes good personal, community, faith and race relations.

4 Equality of opportunities

4.1 In this policy, the term “parents” means all those having parental responsibility for a child.

Disability

4.2 Where pupils have physical and/or learning disabilities, the Academy will ensure that:

- i whatever arrangements are reasonable and practical, within financial constraints, are made to ensure that disabled pupils can gain full access to the curriculum and
- ii the Academy works effectively with local services and agencies to provide coherent support.

4.3 The Academy also has an Access policy and Disability Statement which provides more detail.

Gender

4.4 The Academy will ensure that:

- i guidance is given on subject choices and careers encouraging pupils to consider non-stereotypical opportunities;
- ii gender issues are considered when preparing for, and following up, work experience and
- iii account is taken of positive role models when inviting speakers and representatives into the Academy and in the promotion of specific initiatives.

Minority Ethnic Groups, including Refugees

4.5 The Academy will ensure that:

- i home - school links are made to involve parents directly in the work of the Academy;
- ii linguistic diversity is positively recognized;

- iii interpretation and translation services are made available as quickly as possible;
- iv links are established with the local community;
- v staff work effectively with other local services;
- vi learning support for ethnic minority pupils is efficient and effective;
- vii provision is made for the spiritual, moral, and social and cultural education, supported by appropriate resources and information; and
- viii pupils' names are accurately recorded and correctly pronounced. Pupils will be encouraged to accept and respect names from cultures other than their own.

Travellers

4.6 The Academy will ensure that:

- i travelling children are successfully integrated into the Academy;
- ii where necessary, distance learning packs are provided to support continuous learning;
- iii travelling children with special educational needs receive appropriate support; and
- iv travellers cultures' are affirmed to share and broaden experiences for all pupils.

5 Response to discrimination

5.1 All forms of discrimination by any person within the Academy will be treated seriously. A careful note of such incidents should be made, whether they take place in the school grounds, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable.

5.2 Racist symbols or other biased and/or offensive insignia are forbidden in the Academy. The display of such materials is regarded as discriminatory behaviour.

5.3 Continued discriminatory behaviour will lead to the involvement of parents.

6 Monitoring, Evaluation and Review

6.1 The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.