



The Grosvenor Park
C of E Academy

A voice for every child.

'No barriers – No boundaries – No limits'

At Grosvenor Park Academy our vision, built on Christian values, is to be a dynamic community that enables our children to flourish. We will encourage, challenge and inspire our children to exceed their own expectations. Our community will demonstrate love, care and respect to all, regardless of their religious and ethnic background.

Equal Opportunities and Race Equality Policy

Date Agreed -

Review date -



Aims

- We aim to develop the children's awareness of the diversity of the society in which we live.
- We aim to make the whole of their school experience appropriate for children to develop a positive attitude towards a pluralistic society.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientation, cultures, faiths, abilities and ethnic origins.

Equal Opportunities Statements of Principle

- Discrimination on the basis of creed, colour, culture, origin, domestic background and ability is unacceptable in our school.
- The school recognises its responsibilities under the Race Relations Act, Sex Discrimination Act and Disability Discrimination Act to eliminate discrimination and to promote good race relations.
- Every person in Grosvenor Park C of E Academy (GPA) will contribute towards a happy and caring environment by showing respect for and appreciation of each other, as individuals.
- An objective for our school will be to educate, develop and prepare children, whatever their creed, culture, colour, origin or ability, for life.
- An equal opportunities philosophy will be practised by all staff.
- We will promote the principles of fairness and justice for all through the education that we provide in our school.
- We will ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

Race Equality Statement of Principles

- We are committed to combating racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs.
- As our school is not ethnically diverse we are conscious of the need to put effort into the celebration of cultural diversity of our community and show respect for all minority groups.
- We will endeavour to make the school a welcoming place for all ethnic and national groups represented in the community.
- We will ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

Gender Equality – Statement of Principles

It is our school policy:

To seek to promote non-sexist attitudes in both children and staff.

- To allow children equal access to opportunities which will equip them for adult life and to achieve challenging expectations.
- To work towards the eradication of sex stereotyping.

In order to work towards the eradication of such differences we will ask ourselves the following types of questions when evaluating our practice.

- 1) Are all children able to try out new roles in play and learning activities?
- 2) Are all classroom tasks shared equally between girls and boys?
- 3) Do all children get an equal chance to use equipment and resources?
- 4) Do all our displays and teaching aids present a non-sexiest attitude?
- 5) Are our responses to bad behaviour the same to both boys and girls?
- 6) Are men and women from other cultures presented to children in a non-stereotypical way?
- 7) Do all children have equal access to playground space and other play facilities?

Leadership, Management

- The whole school will be proactive in promoting racial equality, good race relations and in tackling unlawful discrimination. This will be achieved through the intercultural dimensions planned into school assemblies and lesson planning, through the school ethos in action, and through the wider curriculum planned.
- We will encourage, support and enable all pupils to achieve at GPA.
- We will create an environment which respects and values cultural, linguistic and religious differences.

Roles and Responsibilities

- The Trustees will be responsible for ensuring that the school fulfils its legal responsibilities and that the policy and its related procedures and strategies are implemented.
- The Head of school is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities, are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination.
- All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge and cultural bias and stereotyping; to support pupils in their class for whom English is an Additional Language and to incorporate principles of equality and diversity into all aspects of their work.
- Visitors and contractors will be made aware of and expected to comply with the school's equal opportunities and race equality policy.

Policy Planning and Review

We will ensure that the principles and procedures above feature in all policies and practices, especially,

- Pupil's progress, attainment and assessment, including ethnic monitoring,
- Behaviour, discipline and exclusions.
- Teaching and Learning.

- Admissions and Attendance.
- The Content of the Curriculum.
- Staff Recruitment and Professional development.
- Partnership with Parents and Communities.

Implementing the Policy

We will ensure the implementation of the policy through:

- **Monitoring.** Staff with responsibilities for the area outlined above will monitor the effectiveness and impact of the race equality and equal opportunities policy.
- **School Development Plan.** This will be developed focussing on areas for development and staff training.
- **Awareness.** The policy will be incorporated in the school's prospectus and through the website. Parents and all governors, teaching and non-teaching staff will have their own copy.