

ASHTON WEST END PRIMARY ACADEMY

Equality and Diversity Policy

Statement of intent

Ashton West End Primary Academy is committed to providing equality of opportunity and anti-discriminatory practice for all children and families.

Aim

We aim to:

- Provide a secure environment in which all our children can flourish and in which all contributions are valid;
- Include and value the contribution of all families to our understanding of equality and diversity;
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities;
- Improve our knowledge and understanding of issues of equality and diversity; and
- Make inclusion a thread which runs through all of the activities in the academy.

The legal framework for this policy is:

- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Children Act 1989; and
- Special Educational Needs and Disability Act 2001.

Methods

Admissions to Ashton West End Primary Academy - see separate policy.

- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We provide information in as many languages as possible if needed.
- We base both of our admissions policies on fair systems.
- We do not discriminate against a child with a disability or refuse a child entry to the Academy.
- We ensure that all our parents are made aware of our equal opportunities policy.
- We develop action plans to ensure that people with disabilities can participate successfully in the services offered by the Academy.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
- All job descriptions from the date of this policy will include a statement which specifically requires a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality and diversity.

Activities

The academy's ethos and activities are aimed at encouraging children to develop positive attitudes to people who are different from themselves. We will work to encourage our children to empathise with others.

We do this by:

- Making children feel valued and good about themselves;
- Ensuring that children have equality of access to learning;
- Reflecting the widest possible range of communities in the choice of resources;
- Avoiding stereotypes or derogatory images in the selection of materials;
- Celebrating a wide range of festivals;
- Creating an environment of mutual respect and tolerance;
- Helping children to understand that discriminatory behaviour and language is unacceptable;
- Ensuring that the activities offered are inclusive of children with special educational needs and children with disabilities; and
- Ensuring that children whose first language is not English have full access to the activities and are supported in their learning and play.

Valuing Diversity in Families

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life into school.
- We encourage parents/carers to take part in the life of the academy and to contribute fully.

- For families who have a first language other than English, we value the contribution their culture and language offer.
- We offer a flexible payment system for families of different means.

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- We help children to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.

Meetings

- Meetings are arranged to ensure that all families can contribute their views, experience and talents to the life of the academy.
- Information about meetings is communicated in a variety of ways – written, verbal and in translation – to ensure that all parents have information about access to the meetings.
- This policy has been adopted by the staff of the academy and will be presented to the academy governors and staff.

Date of Review September 2015