

MOTTRAM ST. ANDREW PRIMARY ACADEMY



EQUALITY POLICY

The academy incorporates equal opportunities into all areas of school life. We acknowledge our responsibilities under the Public Sector Equality Duty which requires us to take steps to actively promote equality, as well as to eliminate unlawful discrimination. We are totally committed to positive action against discrimination with respect to race, colour, ethnic or national origin, gender, pregnancy and maternity, marriage and civil partnership, gender reassignment, sexual orientation, disability, social class, age, religion or religious belief. In addition, we promote equality for our part-time, job-share and fixed term employees and do not discriminate against those who are trades union members or take part in trade union activities.

Aims

- To support and promote Community Cohesion
- To make all staff, governors, children and parents aware of their own attitudes, behaviour and expectations in relation to treating people equally.
- To deal promptly with any incidents of discrimination within the school in accordance with our Behaviour, Anti-bullying and Staff policies.
- To ensure that the school and its curriculum facilitates access to all parents and children.
- To strive to promote non stereotypical traditions, values and environments in all our equipment, materials and activities.

Implementation

Children are admitted to the school in accordance with the Admissions criteria. There is no discrimination on any grounds.

Staff are selected and employed in accordance with legal procedures on Equal Opportunities and are not discriminated against on any grounds.

The issue of Equal Opportunities is taught in PSHE lessons so that children are aware of the issue. The issue is openly discussed at other times as and when it arises.

All staff, governors, children and parents report incidents of discrimination to the Headteacher or a senior member of staff.

Subject leaders endeavour to purchase resources that give a balanced view of equal opportunity issues. Discriminatory material is removed.