



WCAT

Kinsley Academy

Equality Objectives

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Version Control Sheet

Version	Date	Author	Status	Comment	Review Date

Aims

Kinsley Academy is committed to ensuring equality of provision throughout our Academy.

There are a number of statutory duties that must be met in line with legislation from the Race Relations Amendment Act 2000, Disability Equality Duty 2005 and Equality Act 2010.

Kinsley Academy is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation.
- Promote equality of access and opportunity within our Academy and within our wider community.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, gender, cultures, faiths, abilities and ethnic origins.

Objectives:

- **To promote cultural development and understanding through a rich range of experiences both in and beyond the school**
- **To increase the membership of vulnerable pupils to out of school clubs and activities”**
- **To reduce the number of behaviour incidents**
- **To increase awareness of the difference between falling-out and bullying**
- **To raise attainment for children with SEN/D**

The role of the Headteacher

- To implement the school's equal opportunities and anti-racist policy and he is supported by the Governing Body in doing so.
- To ensure that all staff are aware of the school policy on equal opportunities; and that teachers apply these guidelines in all situations.
- To ensure that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities
- To promote the principle of equal opportunity when developing the curriculum, and promote respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in the displays shown around the school.

The role of the class teacher and support staff

- To ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- To pay due regard, when selecting classroom materials, to the sensitivities of all members of the class
- To ensure that materials used are not racist or sexist in nature. All staff strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups and gender.
- Incidents are recorded on CPOMS.

All staff are committed to dealing with all children and incidents in a manner to give and receive respect.