



OXLEY PARK ACADEMY

Equality & Diversity Policy

Rationale

We believe equal opportunities describes policies and practices which provide equal access and rights to all. It seeks to remove discrimination against people on the basis of sex, race, religion, class or disability. Schools can have a major influence on the attitudes of society and of those we educate. We are in a powerful position to bring about change for the good. We aim to give confidence and promote awareness of the valuable contributions of all members of our society.

Within the philosophy of the school it is recognized that all children are entitled to full access to the curriculum regardless of race/religious belief, gender, physical ability or special needs.

Policy

- We recognise there is a legal duty and aim to adopt positive strategies to achieve equality of opportunity for all.
- We aim to maximize the potential of all people throughout the education service, both as users and providers irrespective of sex, race, religion, class or disability.
- The curriculum should promote positive images of both sexes, counteract gender stereotyping and encourage equivalent outcomes.
- We will counteract sexism and racism and all discriminatory practices to which they give rise.
- It is our responsibility to meet the educational needs of all groups, having regard to their ethnic or cultural background, to develop an understanding of, and positive response to, the multicultural society in which we live.
- When recruiting and promoting staff, every effort will be made to ensure that no-one is disadvantaged by any part of the recruitment, promotion and selection process.
- We will uphold the principle that all people with disabilities should have full and fair consideration for jobs they apply for, if meeting the essential requirements of the personnel specification.
- Equal opportunities for all will permeate all practice at Oxley Park Academy.

Resources

Current resources and new acquisitions will be monitored to ensure the promotion of a positive image regarding race, gender and special need.

Resources meet the need of all the children, particularly those with a special need, to ensure full access to the curriculum for all children.

Environment

It is ensured that the environment reflects the school's commitment to a policy of equal opportunities for all and celebrates diversity.

Displays reflect a positive image of race/religious belief, gender, physical ability and special need.

All children are given the opportunity to contribute to display throughout the school and their contributions are valued.

The school buildings have been inspected for access and the plans have been accepted by the Governing Body.

The school ensures that staff expectations of different race/religious belief groups are no different.

Gender

Planning of the curriculum and extra-curricular activities is monitored to ensure there is no gender bias in timetabling, subjects or activities.

Test scores are analysed to compare boys and girls results within the school, similar schools and national results.

Physical Ability

The school ensures that every child regardless of their physical ability has full curriculum access e.g. swimming / P.E.

The school is aware of the constraints in the building created by the stairs. A lift is available.

Special Needs

The school provides resources to cater for children of every ability.

Reviewed: Spring 2016
Review cycle: Every 2 years
Next review: Spring 2018