



## **Equal Opportunities Policy**

At Isaac Newton Academy our aim is to equip every student with the knowledge, learning power and character necessary for success at university and beyond. We ensure that every student and every member of staff has an equal opportunity to develop and succeed and that no member of the Academy community is disadvantaged by direct or indirect discrimination.

Isaac Newton Academy is a diverse community representing many different cultures, religions, languages, ethnic and social backgrounds. It is a community based on the core values of mutual respect and personal discipline and one in which differing views, interests, abilities, backgrounds and outlooks are honoured. We prepare our students to live and work in a diverse society, to understand and respect the cultures, faith and backgrounds of others. Discrimination in any form is unacceptable and will be challenged.

We are committed to:

- eradicating barriers, stereotypes and the effects of discrimination, conscious or unconscious
- reviewing our work, policies and practices to promote equality of opportunity
- celebrating the diverse nature of our Academy community and society
- ensuring equality of opportunity in all areas of our work
- tackling racism, sexism, homophobia, disability discrimination and all other forms of discrimination
- being sensitive to cultural differences and needs
- valuing all cultures and languages equally
- opposing all forms of discrimination and taking appropriate action against any discriminatory behaviour
- providing opportunities for staff and students to discuss the causes and damaging effects of stereotyping, prejudice and discrimination
- promoting community cohesion

This policy outlines the Academy's expectations with regards to equal opportunities. It is a working document that instructs and advises all members of the Isaac Newton Academy community of their rights and responsibilities. It takes into account The Equality Act 2010 (and pre-existing equalities legislation) which sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person. All members of the school community including staff, students, parents/carers, Governors, visitors and contractors are expected to comply with the Equalities Policy, to promote Equality of Opportunity, and to recognise and redress prejudice and discrimination and its effects.

Under the terms of this policy, the Governing Body delegates the day-to-day responsibility for the management of the policy to the Principal who is responsible for:

- ensuring the effective implementation of the policy
- communicating the policy and its implications to staff, students, parents/carers and other bodies
- taking any remedial actions as required.

The SLT member i/c Equal Opportunities is responsible for:

- organising the delivery of relevant training for staff
- monitoring and reporting on the operation of the policy.

## **EQUAL OPPORTUNITIES FOR STUDENTS**

### **Attainment, Progress and Assessment**

We have exceptionally high expectations of every student and use a range of strategies to ensure that no group of students underachieves. We systematically track the progress and attainment of individuals and groups. We analyse, monitor and review the half termly data collections in terms of race, gender, special needs and FSM/PP to ensure that no group of students underperforms. Teachers and LAs use a range of data (including prior and current attainment, FSM/PP, EAL, SEN) for lesson planning and seating plans to maximize the learning and progress of all students (see Assessment for Learning Policy).

### **Curriculum**

The Academy learning environment (within and outside the school, and through the taught curriculum and enrichment activities) ensures that students feel valued and that all can contribute fully. Racial and gender equality, and religious and cultural diversity, are taken into account in the content, organisation and delivery of the curriculum. Curriculum resources are developed to ensure that they are reflective of the ethnic and cultural diversity of the community. The curriculum is regularly reviewed in terms of its appropriateness and relevance to all students. We celebrate the cultural diversity of the school community and encourage students to highlight and challenge discrimination through Academy events such as Black History Month and assemblies.

The Academy listens to students to find out their needs and opinions, for instance via the Student Council. We actively seek to ensure that students representing the Academy, for instance as tour guides and student interview panels, reflect the diverse nature of our school community, as do the pictures and images on display.

### **Positive Behaviour for Learning**

The Positive Behaviour for Learning Policy and procedures for managing behaviour are regularly reviewed to ensure that they are fair to all groups of students. Behaviour patterns and trends are subject to regular and systematic monitoring through analysis of duty records and incident referral forms, and a breakdown of exclusions by ethnicity is reported on a termly basis to Governors. We also monitor the application of the Praise and Recognition Policy to ensure it is applied fairly and consistently.

### **Admissions and attendance**

The operation and impact of the admissions policy is reviewed annually to ensure that the criteria used are non-discriminatory. Attendance patterns are monitored by ethnic group and the data collected is used to target intervention to particular groups of students.

### **Racial Harassment**

Racist language and behaviour is not tolerated and will be responded to using the procedures outlined in the PBFL Policy. All staff are responsible for ensuring that racist incidents are recorded on a referral form and passed to the LT member i/c Equal Opportunities. Arrangements for reporting racial incidents, supporting victims and dealing with perpetrators are reviewed regularly. The number of racist incidents and other forms of harassment are monitored according to racial group and recorded in the Principal's termly report to the Local Governing Body.

## **EQUAL OPPORTUNITIES FOR STAFF**

### **Recruitment and retention**

Isaac Newton Academy is committed to encouraging and achieving a working environment which is underpinned by fairness to all individuals, where equality of opportunity and diversity are recognised, encouraged and valued, and the concept of individual responsibility is accepted by all.

The Academy complies with all relevant legislation in order to ensure equality of opportunity in employment practices, further details of which can be found in the Academy's Recruitment Policy. All jobs are advertised to encourage the widest pool of applicants and to ensure fair and equal treatment. Steps are taken to encourage applications for jobs from all sections of the community. The profile of staff in post is monitored by racial group.

### **Training and professional development**

Opportunities for training on issues of equal opportunities are built into the CPD programme, including training to enable staff to take account of diverse cultural and linguistic backgrounds and to challenge stereotyping.

## **OTHER STAKEHOLDERS**

### **Governors**

The governing body regularly reviews the Equal Opportunities Policy and oversees its implementation. It monitors racist incidents on a termly basis (see above). It monitors the progress and attainment of all students and groups of students. The governing body actively encourages representation from all racial groups.

### **Parents/Carers**

Parents/Carers are encouraged to be involved in supporting their child's learning. Information is presented in an accessible way, including the use of translations and other formats where appropriate. Parents/Carers are asked about any special educational needs that they and their child may have during the home visits undertaken in the summer of Year 6. They are informed and consulted, where appropriate, about the implementation of Academy policies.

#### **Wider community**

External bodies commissioned to undertake work on behalf of the Academy are required to demonstrate their commitment to equal opportunities.

#### **BREACHES OF THE POLICY**

Breaches of the policy will be dealt with in accordance with the procedures in the Positive Behaviour for Learning Policy and staff disciplinary policies.

#### **RELATIONSHIP TO OTHER POLICIES**

All Academy policies are regularly reviewed to ensure that they include explicit equality of opportunity objectives, in particular the Positive Behaviour for Learning Policy and the Anti-Bullying Policy.

#### **MONITORING AND REVIEW**

We undertake regular ethnic group monitoring of students and staff for the purpose of evaluating the impact of the Equal Opportunities Policy. We recognise the complex and sensitive nature of ethnic group/religion data, and respect the rights of individuals to define their own ethnic group/religion and to choose whether or not to disclose information about their ethnic group/religion. We will also ensure that information about an individual's ethnic group is treated in confidence and strictly for the purpose of monitoring. Ethnic group information will be recorded on the basis of each individual's self-identification. Such information will be treated as sensitive and confidential, and its collection and use will comply with the provisions of the Data Protection Act 1998.

**Reviewed June 2016**