

## **Equality and Objectives Policy**

<b>Written by</b>	<b>Approved by</b>	<b>Status</b>	<b>Last Review</b>	<b>Next Review</b>
EJOH	Trustees	Under Review		

Caistor Yarborough Academy strives to be an equal opportunities' institution and an equal opportunities' employer. Our academy aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
  - Advance equality of opportunity between people who share a protected characteristic and people who do not share it
  - Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it
- Equal opportunities are described as providing the same opportunities for individuals regardless of race, gender, sexual orientation, disability, religion or belief, gender reassignment, pregnancy and maternity, marital status or age.

Caistor Yarborough Academy is committed to providing the same opportunities for all pupils, parents / carers and staff. For the academy, this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of students in school, celebrating and valuing the equal opportunity achievements and strengths of all members of the community.

**Objectives** The school believes that discrimination on the grounds listed above is unacceptable and seeks to promote equality of opportunity through:

- Ensuring that the ethos and philosophy of care and concern for the individual, regardless of background, is practiced by all staff and pupils;
- Pupils and staff being made aware of the contents of this policy and participating in its implementation by showing respect for all members of the school community as individuals;
- Ensuring that the strong anti-bullying and anti-racism and inclusion measures are agreed and known by all staff and pupils;
- Support being given through the Guidance system for pupil victims of bullying, racism and other forms of discrimination and through the employment policies for staff victims;
- Raising the awareness of equal opportunities issues through the curriculum in PSHE and other subject areas;
- Staff actively seeking teaching and learning styles which encourage all pupils to perform to the best of their ability;
- Staff selecting teaching materials which are multi-cultural and non-sexist and containing positive images of all groups;
- Training being given to staff in the teaching of sensitive issues and in dealing with incidents which run counter to the equal opportunities policy;
- Delivering a curriculum which meets the needs of all pupils;
- Appointing the best candidate for a staff appointment (recruitment or promotion) based upon strict professional criteria, following the Safer Recruitment guidelines;
- Ensuring that all employees are treated fairly regardless of whether they do, or do not share a protected characteristic. Through recruitment procedures identify any reasonable adjustments that can be made by the school to accommodate all individuals.