

## Brighter Futures Academy Trust

### Equal Opportunities for Pupils Policy



Name of Policy Writer/Amendments	Date Written/Amended	Next Review Date
L. Johnson	July 2013	July 2014
L. Johnson	May 2014	July 2015
J. Hamilton	April 2018	April 2021

This policy forms part of the Brighter Futures Academy Trust Single Equalities Scheme and fully incorporates all six equality strands; ethnicity, gender, disability, sexuality, age and belief. The principle of levelling up is used at all times.

## **Introduction**

Brighter Futures Academy Trust is committed to promoting equality of opportunity and good race relations for the benefit of everyone. The Governing Body and staff recognise their responsibilities in preparing young people for life in our culturally diverse society. They also recognise the opportunity to demonstrate that commitment both as a community resources provider and as a local employer.

## **Aims**

The Governing Body aims to support the creation of an environment that will:

- promote equality of opportunity;
- promote good relations between members of different racial, cultural and religious groups and communities;
- challenge racial discrimination aiming to eliminate unlawful discrimination.

## **The Board of Director's and Local Governing Body Commitment**

The commitment to race equality must be evident in all areas of Academy life. However, that commitment is specifically made in relation to:

- attainment and progress
- teaching and learning
- content of the curriculum
- personal development and pastoral care
- behaviour, discipline and exclusion
- admissions and attendance
- staff recruitment and professional development
- staff opportunities and treatment at work
- partnerships with parents
- community use of academy resources

The Board of Directors and its committees will pay due regard to this commitment in determining the policies of the Academy and in the performance of their duties.

## **Guiding Principles**

The Academy is guided by three essential principles:

- every pupil should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education;
- every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities; and
- every pupil should develop the knowledge, understanding and skills that they need in order to participate in our multi-ethnic society and in the wider context of an inter-dependent world.

## **Staff Responsibilities**

The Board of Directors expect all staff:

- to deal with any racist incidents that might occur;
- to know how to identify and challenge racial and cultural bias and stereotyping

- to support students in their class for whom English is an additional language
- to incorporate principles of equality and diversity in all aspects of their work
- to be aware of ongoing developments in the LGBT community, accommodating this within school and dealing with gender stereotyping incidents

Behaviour or action against the spirit or the letter of the aims on which this policy is based will be considered a serious disciplinary matter and may lead to dismissal.

### **References**

The Academy's Equal Opportunities Policies for Staff and for Students

Race Relations (Amendment) Act 2000

Code of Practice on the Duty to Promote Racial Equality, Commission for Racial Equality (2001)

Preparing a Race Equality Policy for Schools, Commission for Racial Equality (2002)

The Future of Multi-Ethnic Britain (The Parekh Report), 2000

The Stephen Lawrence Inquiry (The Macpherson Report), 1999

### **Dissemination and Review**

This policy, once approved by the Board of Directors, will be reviewed annually.

This policy should be read in conjunction with the Code of Conduct and the Single Equality Scheme.