

Academy Equality Objectives

Aims

At Montagu Academy we do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, gender preference, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.

We ensure that all our pupils have equal access to the full range of educational opportunities provided by the school and challenge stereotyping and prejudice wherever it occurs.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

We celebrate the cultural diversity in our local, regional and national community and show respect for all minority groups.

We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school.

Objectives:

- **To narrow the gap between Pupil Premium Child and the rest of the school**
- **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.
- Serious incidents are recorded on SIMS.

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