



the **ST LAWRENCE** academy

Equal Opportunities – Policies & Initiatives

Within the academy we strive to create a learning environment, curriculum, experiences and relationships in which all individuals can find expression, be nourished and developed.

The academy commits itself to creating an environment for everyone that is characterised by our core values of Truth, Justice, Forgiveness, Generosity and Respect. These values have been used to determine this policy.

The aims of the academy state that we should all work together:

- To offer equal opportunities and equal treatment to all, regardless of class, culture, race, religion, gender, sexuality, ability or disability, in order to fulfil their potential;
- To raise the aspirations and achievements of all our students and staff so that they can fulfil their potential;
- To encourage and establish mutual respect for all members of the academy community.

A way in which we do this is through our Equal Opportunities policies.

Our work in these areas is an on-going process and is under constant review and we welcome comment and contributions from the whole academy community.

GENDER POLICY STATEMENT

To ensure equality of opportunity for all at The St Lawrence Academy we need a policy which will endorse the view that ‘a commitment to anti-sexism is a fundamental legal and educational duty.’ In order to realise this the academy has the following policy:

1. The academy curriculum should ensure that all girls can participate in all aspects of academy life.
2. The curriculum and teaching strategies employed should reflect the academy’s commitment to anti-sexism and provide positive role models and images for girls.
3. Staff must be prepared to challenge the messages and stereotypes which may be conveyed in the hidden curriculum.
4. 14 and 16+ options should encourage all students to make non-stereotyped choices.
5. Everyone in the academy community should use non-sexist language and resources. Offensive jokes and stereotyped statements and images must be challenged.

6. Members of the academy community must not be subjected to discrimination, criticism or ridicule because of their gender. Any such incidents will be challenged immediately.
7. There will be a clearly defined procedure for dealing with sexual harassment and sexist incidents.
8. Whereas the Trustees of the academy is an equal opportunities employer, making appointments on merit, the appointment of staff will, when possible continue to reflect and promote positive role models and images for girls at all levels in the academy.

ANTI-RACIST POLICY STATEMENT

A commitment to anti-racism is a fundamental aspect of our academy's aims and policies.

1. The curriculum should aim to reflect the multi-ethnic and multi-cultural nature of our academy and celebrate the diversity of our community to foster an understanding and respect for different cultures.
2. The curriculum must reflect the academy's commitment to anti-racism and provide positive images of black and other minority groups and their achievements in every subject area and walk of life.
3. All members of staff will ensure that resources used for lessons contain no negative images and stereotypes of ethnic minority groups, unless used in the context of developing critical awareness.
4. Our teaching strategies and means of assessment will be continually reviewed to ensure that no student's achievement or progress is diminished through culture bias or language.
5. The academy will demonstrate that the speaking of more than one language is a positive attribute and should be encouraged. Signs around the academy and correspondence with parent/carers should aim to cover all languages spoken in the academy.
6. Members of the academy community must not be subjected to discrimination, criticism or ridicule on account of their race or culture. Any such incidents will be challenged immediately.
7. Racist attacks, verbal or physical, will be taken very seriously and will be dealt with through clearly defined procedures.
8. Whereas the Trustees of the academy is an equal opportunities employer, making appointments on merit, the appointment of staff will, when possible continue to reflect and promote positive role models for black and ethnic minority students at all levels in the academy.
9. The academy building will never be used by any racist groups.

ANTI-BULLYING POLICY STATEMENT

The academy believes in the rights of all students to learn. This means that our academy will not accept any behaviour which will cause distress to anyone and prevent people from learning. All students are entitled to equal access to the National Curriculum.

A commitment to combating bullying is a fundamental aspect of our academy's aims and policies.

1. The academy will not tolerate:
 - Name calling;
 - Anyone picking on any other person;

- People writing horrible things about others;
 - Giving threatening looks to other people;
 - People talking and laughing in a hurtful way in front of or behind other people's backs;
 - People who gang up on others and who make them feel excluded or intimidated.
2. A pleasant working environment for all means that we must show respect for the property of others. We must not, therefore:
- Touch people or take their belongings (including money) without permission;
 - Annoy people by throwing their things around or kicking their chairs;
 - Mistreat people and/or their property.
3. The academy will not permit:
- The spreading of gossip or tale telling by any people;
 - Physical violence towards others such as kicking, biting or punching **even if this is meant to be in fun**;
 - Sexist or racist remarks such as comments are as hurtful and damaging as physical violence.
4. We aim to create a workplace which is safe and pleasant for everyone. Students must be able to work freely without suffering any form of harassment or bullying.

BULLIES WILL NOT BE TOLERATED.

EQUAL OPPORTUNITIES PROCEDURES

It is the responsibility of **all members of the academy** to report sexist, racist or bullying incidents.

1. The incidents, whether verbal or physical, will be dealt with by an appropriate member of staff. This could be the Form Tutor, Class Teacher, ATL, SPL, Subject Leader or one of the Senior Leadership team.
2. All reports must be treated seriously.
3. Whoever deals with the incident **must** complete the appropriate report form (see sample copy) and give a copy to the Principal. S/he will take further action if s/he thinks it appropriate or necessary.
4. All people involved in the incident should be listened to carefully.
5. A student responsible for a sexist, racist or bullying incident will:
 - Have it explained to them why this behaviour is unacceptable;
 - Receive counselling and/or punishment at the discretion of the member of staff dealing with the incident and/or the Principal.
 - Have a letter sent home informing the parent/carers of the incident and the action taken.
6. A student who is abused in a sexist, racist or bullying manner will be supported in every way possible. Her/his Parent/carers should be informed of the incident and the action taken.
7. Everyone involved in any such incident should be kept properly informed.
8. The use of the appropriate form will ensure that effective monitoring of equal opportunities issues can take place.
9. Incidents involving a member of staff and a student or two members of staff should be referred to the Principal who will investigate and deal with the matter accordingly.

Review

In order to ensure that it reflects current best practice, this policy will be reviewed every 3 years.