

# **Chadwell Heath Academy**

*A Specialist Mathematics, Computing, Science and Media Arts College*



## **Equal Opportunities Policy and Race Equality Policy.**

### **1. A Definition**

1.1 The Governing Body seeks to ensure that the School and its services are accessible and in particular, that pupils and/or employees are not disadvantaged in any way as a result of irrelevant considerations such as their gender, ethnic origin, religion, age, social and economic circumstance, marital status or disability.

1.2 The Governing Body wishes to promote good relations between people of different racial groups and will maintain this policy by monitoring and evaluating its impact in particular on attainment levels of pupils

1.3 This statement has implications for the School curriculum, for employment policies and practices within the School; and for the relationships which are formed with the local community as a whole.

### **2. Curriculum**

2.1 The Governing Body's belief is that there should be equal access to learning activities for children, young people and adults within the community.

2.2 In the Governing Body's view it is important to foster an environment where individual or group differences are valued while expectations which arise from stereotyping are regularly challenged. It is also important that students are encouraged to develop an understanding and appreciation of social diversity.

### **3. Employment and Training**

3.1 The recruitment and selection process for all posts within the School will be based on the ability of applicants to undertake the duties outlined in the job description, subject to management decisions on the redeployment of staff.

3.2 It is also essential to ensure that employees are given equal consideration with respect to their personal, social and career needs and that, within the available resources, they have equal access to training opportunities and other experiences which may enhance their professional development.

### **4. Local Community**

4.1 The Governing Body's belief is that needs and aspirations of different groups within the community should be taken into account in determining the range of educational opportunities which are made available to them from the School and that all groups in the community are made as fully aware as possible of the educational opportunities that exist within the School.

### **5 Action Plan**

All school policies will be reviewed on a rolling programme by Governors and evolve using the School's core values as their principles and ensure that they comply with the requirements of the law.