

EQUAL OPPORTUNITIES AND DIVERSITY POLICY



VANTAGE ACADEMY TRUST

Document Name	Equal Opportunities and Diversity Policy
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Responsibility	Trustees
Approved by	

*subject to any relevant changes in legislation or other appropriate guidelines

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INTRODUCTION

- 1.1 At the Vantage Multi Academy Trust (herein 'the Trust'), we are committed to ensuring that each and every person accessing the facilities has equal access to the activities and services on offer to help everybody achieve more.
- 1.2 We will offer a warm and welcoming environment for all school users where people are treated as individuals and respected and valued for their differences.
- 1.3 The Trust have written this policy to ensure that best practice and procedures are carried out at the facilities. This policy complies with the legal requirements of the Early Years Foundation Stage statutory framework.
- 1.4 The aims of the Trust are:
 - To encourage the principle of fairness through the services and educational opportunities we provide.
 - To remove discrimination and any barriers which prevent access to services and learning opportunities.
 - The Trust will ensure that recruitment of staff is transparent and equal for everyone to achieve.
 - The Trust will not stereotype or accept prejudice of any kind and will foster positive and tolerate attitudes in children and adults.
 - The Trust will respect and celebrate the cultural diversity of the local community.

IMPLEMENTATION

- 2.2 The Trust supports and will endeavour to promote community cohesion.
- 2.3 Members of staff will act as the role models and foster a positive atmosphere of mutual respect and trust among children and adults from all ethnic groups.
- 2.4 The Trust is sensitive to the dietary and clothing requirements of religious groups and will cater for the range of dietary requirements.
- 2.5 The Trust will celebrate the main festivals of religious groups in the local community. The Trust will provide activities to promote understanding of the festivals and religions amongst adults and children who use the facilities.

- 2.6 The Trust has clear policy and procedures for dealing with bullying. Incidents are dealt with immediately and staff will always be fair and consistent in their approach.
- 2.7 The Trust keeps records and logs of all incidents of harassment. The records include details of any action taken by staff members.
- 2.8 Staff, children and parents are made aware of key policies which promote equality of opportunity as part of the induction process.

PROCEDURES

3.1 The Trust will:

- Ensure that all services and activities offered at the School are equally accessible to all groups in the local community regardless of race, gender, or any other groups.
- The School will establish effective partnerships with parents, partners and professionals to enable all School users to achieve more.
- Promote tolerance, respect and understanding of equal opportunities issues when planning and organizing services and activities at the school.
- Provide opportunities for children & adults to celebrate their cultural identity by providing a range of events and activities.
- Ensure clear and transparent recruitment procedures which are fair, open and non-discriminatory to any individual or group.
- Try to build a team of staff and volunteers which reflects the cultures in the local community.
- Ensure that all staff and volunteers understand the principles and procedures of the Equal Opportunities Policy and how this impacts on their work and practices in the school.
- All members of staff will be expected to lead by example by displaying tolerant and respectful attitudes and behaviour and challenging any discriminatory incidents.
- Staff members who act in a discriminatory manner will be dealt with accordance to the procedures outlined in the Staff Disciplinary Procedures policy.

ROLES AND RESPONSIBILITIES

4.1 It is the responsibility of the School Principal to ensure that:

- Members of staff and volunteers receive high quality training to help them to understand and follow the principles outlined in the Equal Opportunities Policy.
- The Equal Opportunities Policy is reviewed regularly with Local Advisory Board (LAB) Representatives and makes changes which take into account new legislation or guidance.
- Action is taken immediately to deal with any incidents of harassment or discriminatory behaviour.

4.2 All policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.

REVIEWING, MONITORING AND EVALUATING OF INCLUSIVE PRACTICES

5.1 The School Principal will undertake the monitoring, evaluation and review of practices at their school to ensure that they are inclusive.

5.2 The monitoring process will involve:

- Observation of activities
- Discussions with children, parents and staff.

DISABILITY EQUALITY IMPACT ASSESSMENT

6.1 This policy has been written with reference to and in consideration of the Trust's Disability Equality Scheme. Assessment will include consideration of issues identified by the involvement of disabled children, staff and parents and any information the Trust and its schools hold on disabled children, staff and parents.