



## Equal Opportunities Policy

### 1 Introduction

CornerPost Education Centre / Tamworth Boxing mission statement talks of valuing the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a balanced curriculum and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. This policy is intended to help to ensure that this CornerPost Education Centre / Tamworth Boxing promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

In order to accommodate the individual's particular learning style, lessons will be planned, whenever possible, in a multi-sensory way, so that various activities will cater for all students in the spirit of inclusion. There will also be consideration of how to record lesson outcomes so that a pupil is offered a variety of methods and is not inhibited by any specific difficulty.

Support may also be available in the form of an adult or a 'buddy'.

All pupils are encouraged and taught to feedback their views as part of our "Assessment for Learning". These outcomes and opinions may be indicated in visual, auditory or kinaesthetic ways.

This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that CornerPost Education Centre/Tamworth Boxing provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

### 2 Aims and objectives

- We do not discriminate against anyone, be they staff or pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender or background.
- We promote the principle of fairness and justice for all through the education that we provide in our CornerPost Education Centre / Tamworth Boxing. We recognise that doing this may entail treating some pupils differently.
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the CornerPost Education Centre / Tamworth Boxing.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.

- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.
- We challenge personal prejudice and stereotypical views whenever they occur.
- We value each pupil's worth; we celebrate the individuality and cultural diversity of the community centred on our CornerPost Education Centre / Tamworth Boxing, and we show respect for all minority groups.
- We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes, and respect for all.

### **3 Racial equality**

CornerPost Education Centre / Tamworth Boxing, we will:

- strive to eliminate all forms of racism and racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial and ethnic groups

It is the right of all pupils to receive the best education the centre can provide, with access to all educational activities organised by the centre. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures (see policies for Behaviour).

We endeavour to make CornerPost Education Centre / Tamworth Boxing welcoming to all minority groups. Thus, for example, we will immediately remove any offensive graffiti that we may find in CornerPost Education Centre / Tamworth Boxing. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the centre.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

### **4 Disability non-discrimination**

- Some children at CornerPost Education Centre / Tamworth Boxing may have disabilities. We are committed to meeting the needs of these children, as we are to meet the needs of all within the centre. All reasonable steps are taken to ensure that these children are not disadvantaged compared with non-disabled children.
- CornerPost Education Centre / Tamworth Boxing is committed to providing an environment that allows disabled children full access to all areas of learning.
- Learning support modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or modify teaching materials, or offer alternative activities where children are unable to manipulate tools or equipment.

### **5 Gender equality**

- We recognise that nationally the achievement of boys is falling behind that of girls. We are committed to seeing all individuals and groups of pupils making the best progress possible in CornerPost Education Centre / Tamworth Boxing.
- We have put in place a number of measures to raise the achievement of the boys. These include:
  - dealing with negative aspects of boys' behaviour,
  - removing gender bias from our resources.
  - making sure that our displays reflect boys and men as effective learners and achievers.

➤ encouraging boys to read fiction.

- To make our teaching more accessible to boys, we:
  - begin a lesson by stating the learning outcomes, and giving the 'big picture'
  - employ a variety of activities, and include a kinaesthetic element
  - deliver work in bite-sized chunks, with 'brain breaks' and new starts
  - provide challenge, competition and short-term goals
  - give regular positive feedback and rewards
- We realise that although gender is one of the key factors affecting educational performance, it affects different sub-groups of boys and girls in different ways. Social class, ethnic origin and local context are all strongly linked to performance. We also seek to ensure that policies designed to improve the boys' attainment do not do so at the expense of achievement by the girls.

## **6 The role of management committee**

In this policy statement, the management committee has set out its commitment to equal opportunities, and it will continue to do all it can to ensure that all members of the centre community are treated both fairly and equally.

The committee collects analyses and evaluates a range of data. We check that all pupils are making the best possible progress, and that no group of pupils is underachieving. To do this, we monitor:

- admissions
- attainment and progress
- exclusions
- rewards and sanctions
- parents' and pupils' questionnaires

The management committee seeks to ensure that people from the 'protected groups' as defined by The Equality Act 2010 (see section 1.2 above) are not discriminated against when applying for jobs at CornerPost Education Centre / Tamworth Boxing. The governors welcome all applications to join the centre, whatever background or minority group a child may come from.

The committee welcome all applications to join the centre, whatever background or disability a child may have.

The management committee ensures that no child is discriminated against whilst in our centre on account of their sex, religion or race. So, for example, all children have access to the curriculum and if a child's religion has a bearing on dress, then the centre will deal with each case sensitively, and with respect for the child's cultural traditions.

## **7 The role of the centre manager**

- It is the manager's role to implement CornerPost Education Centre / Tamworth Boxing policy on equal opportunities, and they are supported by the management committee in so doing.
- It is the manager's role to make sure that all staff are aware of the centre's policy on equal opportunities, and that staff apply these guidelines fairly in all situations.
- The manager ensures that all appointments panels give due regard to this policy, so that no one is discriminated against.
- The manager promotes the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.
- The manager promotes respect for other people in all aspects of school life; for example, respect for other people is a regular theme, as it is also in displays around the centre.

- The manager views all incidents of unfair treatment, and any racist incidents, with due concern.

## **8 The role of the staff**

- Learning support staff recognises their own prejudices but do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.
- When selecting classroom material, staff strive to provide resources which give positive images, and which challenge stereotypical images of minority groups.
- We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we approach sensitive issues. So, for example, history topics include examples of the significant contribution's women have made in this country's history. In geography, the teacher attempts to counter stereotypical images of Africa and Asia, and to show the true diversity of development in different parts of the world.
- All our staff challenges any incidents of prejudice or racism. We record any incidents on the student's tracker and draw them to the immediate attention of the manager.

## **9 Monitoring and review**

It is the responsibility of our management committee to monitor the effectiveness of this policy. The committee will therefore:

- monitor the progress of pupils from minority groups, comparing it with the progress made by other pupils in the centre.
- monitor the staff appointment process, so that no one applying for a post at CornerPost Education Centre / Tamworth Boxing is discriminated against.
- require the manager to report to the committee annually on the effectiveness of this policy.
- take into serious consideration any complaints from parents/carers, staff or pupils regarding equal opportunity.

This policy will be reviewed by the management committee every year or earlier if it is considered necessary.

Date of most recent review: Mar 2021