

Ambassadors High School

Equal Opportunities & anti-discrimination policy

1 Introduction

We do not discriminate against staff or pupils on the grounds of their gender, disability, race, religion or belief, nationality, ethnicity or national origins, sexual orientation, gender reassignment, pregnancy or maternity. This is in line with the Public-Sector Equality Duty from the Equality Act 2010 and covers both direct and indirect discrimination.

We promote the principles of fairness and justice for all through the education that we provide in our school.

We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

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 challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and foster good relationships between people of different 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.

2 : Aims and objectives

In our school, we aim to tackle discrimination and promote equality of opportunity and good relations across all aspects of school life. We do this by:

- Creating ethos in which pupils and staff feel valued and secure;
- Building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others;
- Having consistent expectations of pupils and their learning;
- Removing or minimizing barriers to learning, so that all pupils can achieve;
- Ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning; we try to plan using work plans to meet individual child's needs.
- Sharing our policy on our website and with parents.
- Making clear to our pupils what constitutes aggressive and prejudiced behaviour;
- Identifying clear procedures for dealing quickly with incidents of prejudiced behaviour;
- Making pupils and staff confident to challenge prejudiced and aggressive behaviour.

3 The role of adults in tackling discrimination

We do not tolerate any forms of discriminatory behaviour including direct or indirect discrimination, harassment or victimisation. Should an incident occur, we will act immediately to prevent any repetition of the incident and do all we can to support that person in overcoming any difficulties they may have. Incidents should be logged on the incident form which is kept in the reception, but filled in forms should be filed away in the locked filing cabinet for confidentiality. Incidents could take the form of physical assault, verbal abuse, damage to a pupil's property or lack of cooperation in a lesson. Any adult witnessing and incident or being informed about an incident must follow these agreed procedures:

- Stop the incident and comfort the pupil who is the victim
- Reprimand the aggressor and inform the victim what action has been taken
- If the incident is witnessed by other pupils, tell them why it is wrong
- Report the incident to the head teacher and inform her of the action taken. This should be logged in the incident form which should be obtained from the school's receptionist and filed in form should be filed away in the filing cabinet.
- Inform the class teacher(s) of both the victim and the aggressor.
- Inform both sets of parents, via Class Dojo or a phone call.

We endeavour to make our school welcoming to all groups. We promote an understanding of different cultures, views & beliefs through the themes studied by the children.

Our curriculum reflects the attitudes, values and respect that we have for all groups. We ensure that children have opportunities to study a variety of cultures, religions and ways of life. We are a faith based school and we aim to make sure that the fundamental principles of Islam are taught, these principles are based on respecting all beings and up holding good values with all at all times.

4 The role of the Proprietor:

- 4.1 The proprietor has set out his commitment to equal opportunities in this policy statement, and will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
- 4.2 Recruitment & employment:
 - The Proprietor seeks to ensure that all groups will not be discriminated against when applying for jobs at our school.
 - The Proprietor takes all reasonable steps to ensure that the school environment gives access to people with disabilities.
 - Ambassadors High School is a faith base school but has the policy to hire staff from all religious backgrounds.
 - Ambassadors High School does have a dress code for all members of staff joining (see the dress code policy)
- 4.3 The proprietor will, in its annual report, make reference to arrangements that Ambassadors High School has in place for disabled pupils.
- 4.4 The Proprietor welcomes all applications to join the school, however being a small school with limited resources there may be some cases in which the child will be guided towards to a better establishment for their well-being. This will be decided after an initial consultation. Ambassadors High School will ensure that in the case of not being able to facilitate for a disabled child we will provide the family of the child full support in order to help them find better facilitated institute.
- 4.5 The Proprietor ensures that no child in our school is discriminated against. All children have access to the full range of the curriculum and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion or disability affects the school uniform, then the school will deal with each case sensitively and with respect for the child's physical needs.

5 The role of the head teacher

- 5.1 It is the head teacher's role to implement the school's equal opportunities and anti discrimination policy and she is supported by the proprietor in so doing.
- 5.2 It is the head teacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 5.3 The head teacher ensures 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.
- 5.4 The head teacher promotes the principle of equal opportunity when developing the curriculum and promotes respect for other people in all aspects of school life, for example in assemblies and displays shown around the school.
- 5.6 The head teacher will ensure that views on equal opportunities and discrimination by pupils, staff and parents are surveyed on an annual basis. She will take their views into consideration when formulating the School Improvement Plan.
- 5.7 The head teacher regards all incidents of unfair treatment and any discriminatory incidents with due seriousness.

6 The role of the class teacher

- 6.1 The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 6.2 When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities, disabilities & religions and that challenges stereotypical images of minority groups.
- 6.3 When designing schemes of work, we use this policy to guide us in our choice of themes to study, and in how to approach sensitive issues.
- 6.4 All our teachers challenge any incidents of prejudice. We record any serious incidents in the Incident log, and draw them to the attention of the head teacher. Teachers support the work of support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

7 Monitoring and review

- 7.1 It is the responsibility of the proprietor and the head teacher to monitor the effectiveness of this Equal Opportunities policy. We do this by:
 - monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
 - monitoring the staff appointment process, so that no one applying for a post at this school is discriminated against;
 - requiring the head teacher to report to governors on an annual basis on the effectiveness of this policy;
 - taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
 - monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

Date: January 2018

Review: January 2019

Ambassadors High School
Equal Opportunities & anti discrimination action plan
January 2018

School's responsibilities under the new Disability Act (2005)	Action to be taken...	Who	How...	When...	Evaluation
Promote equality of opportunity for all pupils	<p>Send the policy to all parents</p> <p>Attach a questionnaire for the parents to see how we can improve in this area.</p> <p>Establish link with other organisations schools that facilitate for children with disabilities.</p>	HT	<p>Invite parents in to school to discuss the points arising from the questionnaire and to help determine whether there are barriers for any groups of learners</p> <p>Ask parents to indicate on all risk forms and trip forms where a disability might impact someone's ability to take part.</p>	Nov 2018	
Plan increased access to education for all groups of pupils	<p>Monitoring of achievement of groups through tracking and lesson observation, reports and marking their work</p>	<p>HT</p> <p>SENCO</p>	<p>Achievement of pupil groups will be monitored and data used to ensure inclusive teaching and learning</p> <p>Identify pupils who may have learning difficulties that incorporate dyslexia, ADHD or ASD. Identify training opportunities for SENCO and staff</p>	July each year	
Eliminate unlawful discrimination and harassment of pupils from minority groups	<p>Incorporate and adapt other policies where appropriate. ie anti bullying policy discriminating policy</p> <p>PHSE lessons to promote different groups' sameness at each phase of the school, The curriculum for PSHE and SMSC</p>	HT	<p>Keep Proprietor up to date through HT report</p> <p>Looking into agencies to in the case of harassment. Head teacher to make links with Lambeth council to see what help can we get and which agencies can we tap in to.</p>	<p>Ongoing</p> <p>Ongoing</p>	
Promote positive attitudes towards people from minority groups	<p>Increase stocks of books and pictures with positive images</p> <p>Growth Mind-set</p> <p>Invite people from different minority groups to school talk to pupils</p>	HT	<p>Displays and books around the school promote different minorities</p> <p>Olympics theme will promote Paralympics & different nationalities</p> <p>Regular visits to school by a range of people</p> <p>Community work promotes the</p>	<p>On going</p> <p>Start in Sepv2018</p>	<p>Learning walks pick up promotion of disability</p> <p>Pupils able to talk about people from different minorities with respect and</p>

			care and respect of the people in our community. To be part of the curriculum		interest Do projects
Encourage participation of disabled people	<p>To look at the resources AHS has and see what can we facilitate for effectively.</p> <p>Encourage disabled job applicants to apply for jobs. However, it is important looking at the structure of the building we are fair and able to support teachers with disabilities.</p> <p>Promote inclusion in all aspects of life of the school</p>		Risk assessments for trips and activities include consideration for those with disabilities	ongoing	No children excluded from performances, visits, lunchtime activities

To be reviewed and updated regularly.

Head Teacher: Nadia Ali

Date of the plan : 5 July 2018