

Equalities Policy

At Brackley STEM Academy we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

To achieve the club's objective of creating an environment free from discrimination and welcoming to all, the Club will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society class so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children on the grounds of disability, sexual orientation, class and family status.
- Support all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all parents/carers and children in the local the community.
- Ensure that the academy recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.
- We will monitor and review the effectiveness of our inclusive practice by conducting an Inclusion Audit on an annual basis.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour at all times.

Racial harassment

The academy will not tolerate any form of racial harassment. The club will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the classes, from staff and from any other adults on our premises (e.g. parents/carers collecting children).

Promoting equal opportunities

- Staff receive relevant and appropriate training
- The **Equalities policy** is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Children with additional needs

Our academy recognises that some children have additional needs or physical and learning disabilities that require particular support and assistance. We will assess the individual needs of each child in consultation with their parents prior to their attending the class, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome. We will provide one-to-one guided learning to support pupil.

Where one-to-one support is required we will assist parents in accessing the funding required to provide the additional care.

This policy was adopted by: Brackley STEM Academy	Date: 4 August 2022
To be reviewed: 30 April 2023	Signed: HARVEY SHARMAN

Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2021): Safeguarding and Welfare Requirements: Managing behaviour [3.50-3.52].