



Goldstone Federation

Together we SHINE



Equal Opportunity Policy:

At Goldstone Federation we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their ability to participate fully in school life. We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At Goldstone Federation we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us. Children show their commitment to equality and issues are taken seriously by the whole community - please refer to our Anti-Bullying Charter.

Equality in Teaching and Learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for a life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

Equality in Admission and Exclusions

Our admission arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the Equality Act 2010 and the Public Sector Equality Duty which recognises discrimination cannot occur due to protected characteristics (race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment). We are keen to ensure that the staffing of the school reflect the diversity of our community. The LA HR Policy on Equality has been agreed and is monitored by the governors.

Public Sector Equality Duty

The equality information, the Federation's ethos and values along with the accessibility plan its associated action plan and the Special Education Needs and Disabilities (SEND) information demonstrates the school's commitment to the Public Sector Equality Duty.

Refer to:

SEND Policy 2019

Pupil Premium Grant Strategies 2020/21

School Development Plans 2020/21

Anti-Bullying Policy and Children's Charter 2018 /19

Agreed by: Curriculum and Standards Committee Date: 23.2.21