



INDEPENDENT JEWISH DAY SCHOOL  
an ACADEMY

# Equal Opportunities

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Principal Rabbi Eliezer Zobin M.A.

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## **Introduction**

The IJDS Academy ('the School') values 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 broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. This Equal Opportunities Policy extends to adults, staff and parents.

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 this school 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.

## **Aims & Objectives**

- We aim not to discriminate against anyone, be they staff, pupil or parent, on the grounds of protected characteristics.
- We aim to promote the principle of fairness and justice for all through the education that we provide in our school. 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 school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups of pupils.
- We aim to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.
- We aim to challenge personal prejudice and stereotypical views whenever they occur.
- We value each pupil's worth, celebrating the individuality and cultural diversity of our school community, and showing respect for all minority groups.
- We are aware that prejudice and stereotyping are often 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.

## **Racial Equality**

- In our school we will:
  - Strive to eliminate all forms of racism and racial discrimination;
  - Promote equality of opportunity, regardless of race, ethnicity or religion;
  - Promote good relations between people of different racial and ethnic groups;
  - Seek to educate pupils in a manner which promotes community cohesion in a multi-cultural society.
- 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 and policies approved by the Board of Directors. As a Jewish school, we are committed to fighting racism and intolerance.
- We endeavour to make our school and its environment welcoming to all minority groups. 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 school and by valuing the input of our multicultural staff as far as possible.

## **Disability Non-Discrimination**

- Some children in our school have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the school. All reasonable steps are taken to ensure that these children are not disadvantaged compared with non-disabled children. Similarly, all children are encouraged to accept and welcome any disabled child without discrimination.
- The school is committed to providing an environment that allows disabled children and adults full access to the school premises and to all areas of learning. To this end a lift has been installed recently to allow full access.
- Teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, ensure access, modify teaching materials, or offer alternative activities if children are unable to manipulate tools or equipment.

## **Gender Equality**

We recognise that nationally, there is an unacceptable discrepancy in the achievement of boys and girls. We are committed to seeing all individuals and groups of pupils making the best progress possible in our school. We value and celebrate all kinds of achievement.

## **The Role of the Class Teacher**

- Class teachers recognise the possibility of their own prejudices, but do their best to ensure that all pupils are treated fairly and with respect. They do not knowingly discriminate against any child.
- All staff ensure that the language they use does not reinforce stereotypes or prejudice.
- In both our secular and Jewish studies curricula, we are aware of the need for sensitivity to gender when designing schemes of work, both in our choice of topics to study, and in how we approach issues. Children are given opportunities to learn about many different cultures and races.
- All our teachers and support staff challenge any incidents of prejudice or racism. Any such incidents by pupils are taken very seriously, dealt with according to our behaviour policy and will usually involve an internal exclusion. Where there are incidences of prejudice or racism this is also countered through curriculum opportunities designed to deal with the issue.

## **The Role of the Head Teacher**

- Ensure that the school's policy on Equal Opportunities is implemented effectively;
- Ensure that all staff are aware of the school policy on Equal Opportunities, and that teachers apply these guidelines fairly in all situations;
- Ensure that all appointments panels give due regard to this policy, so that no one is discriminated against;
- Promote the principle of equal opportunity when developing the curriculum for pupils, and in providing opportunities for professional development for staff;
- Promote respect for other people in all aspects of school life; in school assemblies, for example, respect for other people is a regular theme, as it is also in displays around the school;
- Manage all incidents of unfair treatment, and any racist incidents, with due seriousness, and in line with this policy.

## **The Role of the Directors**

- The Board of Directors is committed to equal opportunities, and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.
- The Board of Directors collects, analyses and evaluates a range of school data. It checks that all pupils are making the best possible progress and that no group of pupils is underachieving. To do this it monitors:
  - admissions;
  - attainment;
  - exclusions;
  - rewards and sanctions;
  - parents' and pupils' questionnaires.
- The Board of Directors seeks to ensure that people from the 'protected groups' as defined by The Equality Act 2010 are not discriminated against when applying for jobs at our school. The directors welcome all applications to join the school from Jewish children who have obtained the CRP certificate, whatever background or minority group a child may come from.
- The Board of Directors take all reasonable steps to ensure that the school environment properly accommodates people with disabilities.
- The Board of Directors ensures that no child is discriminated against whilst in our school on account of their gender, religion or race. So, for example, all children have access to the full range of the curriculum.

## **Monitoring and Review**

It is the responsibility of the Board of Directors to monitor the effectiveness of this policy. They will therefore:

- ensure that the admissions process is administered fairly
- monitor the staff appointment process, so that no one applying for a post at this school is discriminated against;
- require the Headteacher to report to the directors annually on the effectiveness of this policy;
- take into serious consideration any complaints from parents/carers, staff or pupils regarding equal opportunity;
- monitor the school's Behaviour Policy, and the numbers of exclusions, to make sure that pupils from particular groups are not unfairly treated.

This policy will be reviewed by the Board of Directors every three years, or sooner if it is considered necessary.

**Signed:** Mr Yosh Radomsky (Headteacher)

**Signed:** Mrs Stacey Sinclair (SENDCo)

**Dated:** October 2023