

S8 EQUAL OPPORTUNITIES (FOR STUDENTS) POLICY

Last Reviewed: July 2009
Next Review: July 2010
Responsible: A. Hemmings

1. AIMS

- 1.1. The Governing Body of The Academy aims to provide an appropriate learning experience for all students, whatever their ethnicity, origin, culture, gender, religion or ability. The Academy has high expectations of all students.
- 1.2. The Academy aims to provide students with the opportunity to learn in an environment free of prejudice. It is the responsibility of all staff to educate against any form of prejudice or negative stereotyping and to ensure that their conduct with students and colleagues reflects this responsibility at all times.

2. TEACHING

Teachers are responsible for ensuring that:

- a. teaching styles, methods, language, questioning and classroom management includes and engages all students;
- b. suitable resources are chosen which motivate and are sensitive to different groups, cultures and backgrounds;
- c. stereotypes and what are thought to be stereotypical activities are effectively challenged;
- d. teaching strategies are reviewed in relation to variations in learning and attainment and in the light of known good practice; and
- e. they are aware of possible cultural assumptions and bias within their own attitudes.

3. LEADERSHIP AND MANAGEMENT

- 3.1. The Senior Leaders are responsible for ensuring that appropriate arrangements are put in place to monitor the performance of potentially disadvantaged students. Measures would include:
 - a. identifying and investigating any patterns with regard to exclusions and poor attendance in respect of particular groups;
 - b. monitoring differences in student attitudes to work and towards each other, with a view to identifying any significant patterns;
 - c. addressing issues such as sexual or racial harassment, bullying
 - d. and hostile behaviour, and ensuring that there are effective procedures for reporting and responding to such incidents;
 - e. ensuring that the performance of different groups of students is monitored and evaluated so that the particular needs of different students are met; and
 - f. the impact of additional support on standards achieved is evaluated.

- 3.2. It is essential that there is an appropriate response to identified patterns of attainment, progress, behaviour, attitudes and attendance. It is the responsibility of leaders to ensure that:
- a. strategies should be implemented to raise performance, aspirations and self-esteem;
 - b. staff development is provided to raise awareness of differences in need and to promote strategies to raise achievement in all students; and
 - c. an environment is created which affirms and supports ethnic, cultural, religious and social diversity and effectively promotes good personal, community and race relations.

4. EQUALITY OF OPPORTUNITIES

Note: The term “parents” means “all those having parental responsibility for a child”.

4.1. Disability

4.1.1. Where students have physical and/or learning disabilities, The Academy will ensure that:

- a. Arrangements are made to ensure that disabled students can gain full access to the curriculum; and
- b. it works effectively with local services and agencies to provide coherent support.

4.1.2. The Academy also has a Disability Policy, which provides more detail.

4.2. Gender

4.2.1. The Academy will ensure that:

- a. guidance is given on subject choices and careers encouraging students to consider non-stereotypical opportunities;
- b. gender issues are considered when preparing for, and following up, work experience; and
- c. account is taken of positive role models when inviting speakers and representatives into The Academy and in the promotion of specific initiatives.

4.3. Minority Ethnic Groups, including Refugees

4.3.1. The Academy will ensure that:

- a. home - academy links are made to involve parents directly in the work of The Academy;
- b. linguistic diversity is positively recognised;
- c. interpretation and translation services are made available as quickly as possible;
- d. links are established with the local community;
- e. staff work effectively with other local services;
- f. learning support for ethnic minority students is efficient and effective;
- g. provision is made for the spiritual, moral, and social and cultural education, supported by appropriate resources and information; and
- h. students' names should be accurately recorded and correctly pronounced. Students should be encouraged to accept and respect names from cultures other than their own.

4.4. Travellers

4.4.1. The Academy will ensure that:

- a. travelling children are successfully integrated into The Academy;
- b. where necessary, distance learning packs are provided to support continuous learning;
- c. travelling children with special educational needs receive appropriate support; and
- d. travellers' cultures are affirmed to share and broaden experiences for all students.

5. SEXUAL ORIENTATION

5.1. We promote equality of opportunity for all students and staff regardless of their sexual orientation. Regulations make it unlawful to discriminate or harass or victimise anyone because of their actual or perceived sexual orientation.

5.2. For further information visit

<http://www.teachernet.gov.uk/wholeschool/behaviour/homophobia/>

6. RESPONSE TO DISCRIMINATION

6.1. All forms of discrimination by any person within The Academy will be treated seriously. A careful note of such incidents should be made, whether they take place in The Academy grounds, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable.

6.2. Racist symbols, political symbols or other biased and/or offensive insignia are forbidden in The Academy. The display of such materials is regarded as discriminatory behaviour.

6.3. Continued discriminatory behaviour will lead to the involvement of parents.

7. RACIAL EQUALITY

The Academy will provide an appropriate and professional service to its students and staff regardless of colour, culture or ethnic origin. This will be evident in processes, attitudes and behaviour which are free of discrimination through prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.

8. MONITORING, EVALUATION AND REVIEW

8.1. The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.