



EQUAL OPPORTUNITIES and DIVERSITY POLICY

Version Control			
Date		October 2017	
Review Date		October 2018	
Authorised by the Governing Body			
Version	Author	Date	Changes
0.1	SLT	5-10-2016	Pre-Edited Document
1.0	ABI	6-10-16	Combined two policies & removed collective worship
1.1	CCH	24-07-17	Added reference to exam's access policy
1.2	SHS	31-10-17	N/A
1.3	CCH	28-11-17	Addition on modifications and evacuation

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Aldridge School An Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff, students and volunteers to share in this commitment.

Aldridge aims to instil a sense of pride in everyone who learns here. We aim to provide an excellent education in a safe, supportive learning environment, where people are valued and make positive contributions to the school community, and where students go on to become responsible, independent members of society. This policy describes the way in which Aldridge School An Academy will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy will be applied to all staff and learners, as well as any volunteers working in the school.

ACCESS

Employees, learners and volunteers are made aware of the existence of this policy and where it can be accessed (website, Headteacher's Office, Resources)

PRINCIPLES

All members of the school community have a responsibility to seek to ensure that the school is free from discrimination of any kind. We all have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. Our school community consists of a diverse range of people- employees, students, parents and visitors. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

Issues of equal opportunity and diversity should be part of the education of all learners. In this way we can work towards mutual respect and understanding in an increasingly interdependent world.

Our Equal Opportunity and Diversity Policy is designed to help us positively promote each other's individual rights and our responsibilities towards others.

Aldridge School An Academy will adhere to the requirements of the Equality Act 2010 by not discriminating against learners, staff, volunteers or anyone involved in external agencies the organisation may be working with on the grounds of:

- sex, race, disability, religion or belief or sexual orientation.

In addition, there will be no discrimination against:

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- pregnant females or new mothers
- staff, learners or volunteers undergoing gender re-assignment
- learners due to the behaviour of their parents and/or siblings

Aldridge School An Academy may decide to use the 'Positive Action' clause of the Equality Act 2010, which allows for the setting up of courses specifically for a certain group.

It is expected that every person in the organisation will make a positive contribution to this policy, namely:

- All staff whether paid or voluntary
- All visitors to Aldridge School An Academy
- All learners at Aldridge School An Academy

AIMS

- To promote actively equal opportunities and diversity in all areas of school life.
- All students have the opportunity to achieve their full potential.
- All students have access to and can make full use of the school's facilities and resources.
- To ensure that all students are given the best education regardless of ability, gender, race, culture and disability, religion or sexual orientation and endeavour to positively encourage and benefit people from disadvantaged groups
- To ensure that members of the school community know their rights, and respect the rights of others.
- To aim to ensure that prejudice or discrimination in all its forms is actively rejected.
- To raise awareness of equal opportunities and diversity issues for all members of the school community, and through our links with the local community.
- To ensure that all aspects of running the school are based on the principles of equality of opportunity and diversity.
- To aim to make sure that this policy is used consistently by all members of the school community.

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- To supply specialist aids and facilities to enable disabled people
- Monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or discrimination
- To treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings

PRACTICES

Responsibilities for Equal Opportunities and Diversity.

- The Leadership Team will co-ordinate the policy.
- Each member of staff should be aware of their responsibilities within the policy.
- A named member of the Governing Body should undertake a monitoring role with respect to the policy.

Communication.

- The policy will be communicated via the website through the following mechanisms:
 - student reward system
 - The website
 - Staff briefings
- All staff, students and governors must be familiar with the policy, via the handbook, and act in accordance with it.
- Success in all areas of school life should be celebrated.
- Parents will be made aware of the policy and its implications.

Ethos of the School.

- Visitors and those who telephone or write to the school will be made to feel welcome.
- Positive links with the community are encouraged.
- Displays around the school will reflect positive images and the diversity of the community.
- Rules, rewards and consequences are applied equally to all students (Code of Conduct, Rewards and Consequences).
- Appropriate attitudes, language and behaviour are actively promoted.
- Procedures for dealing promptly with incidents of bullying, sexual, racial and disability discrimination are in place.
- School publications will be produced with regard to the policy.
- Planned opportunities for students to develop a practical understanding of appropriate social relationships and the rights and responsibilities of individuals will be included in the curriculum.

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Access

With due reference to the resources available:-

- The learning environment should not prejudice any individual or group
- The learning environment has been designed to ensure that all students and groups can access the range of classroom activities.
- Curriculum grouping will be decided by Curriculum Team Leaders with reference to the needs of the students.
- Teachers will teach and promote equal opportunities and diversity.
- Access for those covered under the Disability Discrimination Act is secured
- Provide modifications, when appropriate for examinations and assessments for students who have specific needs/ disabilities defined by 2010 Equality Act (see exam access arrangement policy)
- Modifications will be provided for students with physical/ sensory difficulties. This may include additional adult support or equipment to promote access. When necessary, appropriate risk assessments will be in place and communicated clearly to students, parents/carers and staff. This will include any relevant information to support with emergency evacuation procedures.
- Emergency evacuation procedures for students will be communicated to all staff, including examination invigilators (see exam access arrangement policy).

Spiritual, Moral and Cultural Needs.

- The school ensures that all students have the opportunity to participate in religious education.

CURRICULUM

All students will have full access to the full range of the curriculum wherever possible.

- Equal opportunity and diversity issues will be addressed directly and consistently in the taught curriculum and indirectly in the hidden curriculum.
- Equal opportunities and diversity will be taken into account in all curriculum planning and regularly reviewed at least annually.
- Ethnic minorities within the school are taken into account in all aspects of curriculum planning and whole school activities.

Resources

- Resources should be free from bias wherever possible and regularly reviewed to ensure that they are appropriate and effective.

Staffing (see relevant staffing policies)

- The staff recruitment process embodies the principles of equal opportunities and diversity.

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- All staff are included in staff development opportunities.
- The appraisal process reflects the principles of equal opportunities and diversity.

Monitoring and Review

- A log of all reported breaches of the Equal Opportunities Policy is kept.
- The policy will be reviewed every two years. Changes should be reflected in the school development plan and reported to the Governing Body.
- The Leadership team will monitor the operation of this policy.

Incidents

- Strategies are in place and communicated to all staff for dealing with breaches of the Equal Opportunities and Diversity Policy, and racist incidents will be recorded. Breaches of the Equal Opportunities and Diversity Policy should be reported using the Incidents Log and these will be treated as disciplinary issues.

Other Policies

- All school policies should be constructed with regard to the issues of equal opportunities and diversity.