

Bradfields Academy



Equal Opportunities Policy

April 2017



BRADFIELDS ACADEMY

Equal Opportunities

Signed..... Principal

Date.....

Signed Chair of Governors

Date.....

This policy will be reviewed on at least a three yearly basis and whenever significant changes to the systems and arrangements take place.

Where any changes, amendments or additions are made, the revision number will change.

Reviews that result in no changes at all will maintain the same revision number.

REVIEW DATE	REVISION NUMBER	SIGNATURE
April 2017	2	
May 2018	3	

Equal Opportunities Policy

This policy applies equally to all staff and students within the academy.

Introduction

Bradfields Academy is committed to ensuring equality of opportunity for every person in the academy community regardless of sex, disability, age, sexual orientation, religion or belief and race. The academy acknowledges the value of being a multicultural and multilingual academy. Every attempt will be made to ensure that equal opportunities are reflected in all aspects of academy life. Prejudice and discrimination in any form will be tackled and students, parents/families and staff must report any incident where they believe these are being exhibited.

Bradfields Academy is committed to providing:

- an environment which stimulates and motivates students
- an education that realises the full potential of every individual student
- an atmosphere in which everyone flourishes, achieves and feels valued
- continual CPD for staff through INSET Days, Courses, Coaching, and Outreach opportunities through observation and training at other schools/academies.
- a caring and well-disciplined academy.

Within a friendly, caring and stimulating community Bradfields Academy will endeavour to educate and prepare its students from diverse backgrounds, cultures, faiths and communities for citizenship in a multiracial and multicultural society.

The values of Bradfields Academy are grounded on respect for:

- working hard and to the best of one's ability and aptitude
- diversity of achievement in all areas of the academy's life
- oneself and each other
- the community and the environment

A full list of the academy's aims can be found on the academy website, but those related to equal opportunities are given below:

- to promote equal opportunities for all

- to enable every student to develop her or his aesthetic, cultural, social and physical talents
- to help students consider carefully key moral, religious and spiritual aspects of life
- to help students become considerate and responsible citizens able to make well-informed choices about their future
- to respect the variety and diversity of the backgrounds, cultures and faiths represented in the academy community while at the same time valuing the common culture and heritage of which all are part

These aims form the core principles underpinning this equal opportunities policy. Equal opportunities is concerned with "enabling all individuals to develop their personal qualities and talents to the full, to learn to respond sensitively to ideas and beliefs that may not coincide with their own, and to respect views arrived at by reasoned thinking and argument. It requires that individuals accept the interdependence and common obligations of all human beings" (OfSTED)

Students should be prepared for "adult life in multi-cultural, multi-lingual Europe, interdependent with the rest of the world". (QCA)

Bradfields Academy has set itself the task of fostering tolerant, fair-minded attitudes and respect for others and to prepare individuals for citizenship as part of a British, European and world-wide community.

General Policy

1. The Academy condemns racism, sexism and negative attitudes towards disability, homophobia and discrimination of any kind.
2. All students should be helped to develop self-esteem and should feel valued as individuals.
3. Students will be given many opportunities to discuss and understand racism, sexism, homophobia as well as other forms of prejudice. It is important that everyone understands the hurt and harm caused by discrimination and prejudice of any kind.
4. Students will be able to contribute to the development of equal opportunities and other academy policies through the academy council.
5. Dealing with discriminatory behaviour, abuse and intimidation is the responsibility of everyone - all students, staff and members of the academy

community can expect to be listened to and have their complaints investigated. If a student or a member of staff feels her or his complaint has not been properly dealt with s/he may take the matter to the Principal.

6. Students or staff who have suffered racist, sexist, homophobic or other forms of personal verbal or physical abuse or intimidation will be supported by the academy and anyone who has committed such offences will be appropriately dealt with.
7. Positive attitudes towards gender, cultural diversity and special needs of all kinds should be included in all curriculum, student welfare and staff policy statements.
8. Students should be encouraged to be open-minded and to challenge prejudice.
9. The academy's performance in equalising opportunities will be monitored, including areas such as the use of resources, examination entries and successes, and academy leaver destinations.
10. Bullying and harassment of any kind will be dealt with swiftly and may lead to exclusion or dismissal where any allegation is proven with no extenuating circumstance.
11. The governing body will monitor and keep under review its recruitment, appointments, promotions, staff training and other staff policies to ensure there is no overt or covert discrimination. However, the right is reserved, for specific appointments, to recruit either a male or female member of staff to comply with existing legislation (e.g. the supervision of students changing for PE).

Ethnic and Cultural Issues

1. Students should be encouraged to contribute to their education and the education of others by bringing their cultural experience, values and perceptions to it.
2. Choices of teaching materials should, so far as possible, take account of students' previous experience and knowledge and should recognise multi-cultural perspectives.
3. Attention should be given to the integration of students from different ethnic groups in the classroom and throughout the life of the academy.

Gender

1. Both boys and girls should be encouraged to aim high and to utilise all the opportunities available to them in all areas of the curriculum and academy life.
2. Careers education should make both girls and boys aware of the full range of opportunities available to them in a modern society.

Background

1. It is recognised that students come from a range of backgrounds and action will be taken to ensure that the academy offers materially disadvantaged students opportunities and facilities to compete equally with their peers.
2. All parents/carers should be made aware of financial help and concessions available in cases of hardship.

Intellectual Ability/Disability

1. Each student should be encouraged to fulfil his/her potential in all areas of the curriculum.
2. Each student should experience different teaching and learning styles in order to maximise achievement.
3. Policies, displays, notices, meals, uniform in the academy will all reflect the entire student population in terms of ethnicity, language, race, gender, sexuality and disability. Positive images of students will be used to illustrate the commitment to inclusion and equal opportunities.

Race Equality

The academy is committed to tackling racial discrimination in all its forms and is determined to promote race equality and good race relations across all areas of academy activity. The policies of the academy will reflect this commitment. Particular areas of importance include:

- Progress, attainment and assessment
- Behaviour, discipline and exclusions
- Student's personal development and pastoral care
- Teaching and learning strategies
- Admissions and attendance
- Curriculum provision

- Religious faith
- Staff recruitment and professional development
- Partnerships with parents and communities

Concluding Statement

Bradfields Academy aims to be a fully inclusive academy that meets the individual needs of all our students. This Equal Opportunities Policy is the framework within which all our policies are developed. It makes explicit the values of the academy and seeks to ensure that all stakeholders are committed to upholding these values. Everyone in the academy is of equal value and should have equal opportunities in the academy and in life. The governing body, the Principal and the staff recognise their responsibility for making this happen; this means being flexible and adaptable and that the academy may have to make reasonable alterations/adaptations in order to meet the needs of individual students or of the staff.