

# **EQUALITY STATEMENT AND EQUAL OPPORTUNITIES POLICY**

**Approved:**

**Date:**

**Review Date:**

**Author:**

Manor Community Academy is an inclusive school community with a focus upon achievement, progression, enjoyment and a sense of worth. Our vision and values ensure that we are committed to applying this policy in a fair, equitable and consistent manner which will ensure that the aims and objectives of the policy are met and that Manor Community Academy is further enhanced by their application. Throughout the application of this policy, we will remain committed to our principle of care, courtesy and consideration in all that we do to ensure that the needs of all of our stakeholders are met and upheld.

Manor Community Academy welcomes and promotes its duties under the Equality Act 2010 to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and those who do not share it

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. Therefore Campion will promote the rights of all individuals to respect and equality through its ethos, processes and curriculum. We will, on every occasion, oppose all forms of prejudice and support positive attitudes towards a multi-cultural society.

We recognise that a protected characteristic under the 2010 Act covers the groups listed below:

- Age (for employees not in service provision)
- Disability
- Ethnicity
- Gender
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual identity
- Marriage and Civil Partnership (for employees)

We:

- Believe that all learners are of equal value
- Recognise, welcome and respect diversity
- Foster positive attitudes and relationships and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely about our practice and when making significant change
- Strive to ensure that society will benefit from our work

Therefore Manor Community Academy will, through its ethos, processes and curriculum, attempt to ensure that all students and employees overcome challenges, thrive and succeed.

The Academy will implement national agreements and guidance on equal opportunities, race relations, sex discrimination, equal pay, disability discrimination and child protection.

Manor Community Academy will publish this statement, equality information and equality objectives as required by the 2010 Act on the Academy website.

### **A. Ethos.**

We will strive for the Academy to:

- a) Protect and safeguard children
- b) Be welcoming, secure and comfortable for all members and visitors
- c) Challenge the notion of fixed abilities and promote the development of the untapped potential of all
- d) Celebrate the achievement of all students
- e) Understand the significance of progress from starting points as key performance indicators
- f) Display the work of students of varying aptitudes and backgrounds
- g) Promote the equal opportunities policy in assemblies, meetings and displays
- h) Create a sense of belonging and involvement for all students, parents, adult workers and community partners
- i) Deploy resources to secure equality of opportunity

### **B. Curriculum**

- a) We believe that all students have the potential to achieve highly and learn effectively.
- b) This confidence in the learning capacity of all students will be reflected in curriculum design and delivery.
- c) The curriculum will be both broad and balanced. A range of core learning will be experienced by all students. Students will also have the opportunity to select some areas of study according to their individual learning needs and interests. In this way students will experience a personalised curriculum.
- d) The curriculum will, through its range of experiences, promote respect and understanding of diverse and different cultures and religions.
- e) The curriculum is inclusive. The Academy will provide support, within the resources that it possesses to ensure access and achievement in core and personalised learning for students who have
  - i. Special Educational Needs or find difficulty with certain aspects of their learning programmes.
  - ii. provide language development tuition for those students who have English as an Additional Language. These students will access the full

Academy curriculum on a staged basis commensurate with their capacity to learn effectively in English.

- iii. ensure that gifted and talented students are challenged in lessons, experience curriculum enrichment and, like all our students, have their particular attainment monitored on a regular basis
- iv. Support the progress of vulnerable students with cognisance of the particular needs of students who are; looked after, asylum seekers, young carers or from a background of social deprivation.

### **C. Challenging prejudice, discrimination and harassment**

- 1) Equality issues will be raised in a clear and consistent way with students enabling them to challenge prejudiced attitudes and behaviour
- 2) The pastoral needs of all sections of the Academy community will be understood and responded to
- 3) Clear procedures will be implemented to deal with racial, sexual or other harassment or bullying
- 4) Incidents will be recorded and monitored in order to ensure and continually improve the effectiveness of action
- 5) These procedures will be informed by and inform Academy behaviour and anti-bullying policies
- 6) Staff will strive for consistency in handling both the promotion of positive behaviour and responding to abusive behaviour
- 7) Challenging discrimination and harassment will, when appropriate, include sensitive discussion of deep rooted prejudices of perpetrators

### **D. Students and parents**

The Academy will strive to:

- 1) develop a strong sense of self-esteem and robust self confidence in all students
- 2) recognise and celebrate the achievement of all students
- 3) promote understanding of value added and positive methods for evaluating achievement
- 4) promote students' and parents' understanding of our equality policies and practices and secure their commitment to them
- 5) disseminate our equal opportunities philosophy to parents
- 6) promote parental involvement in their children's education and encourage their regular participation of all parents in celebratory, consultative, information gathering and social events
- 7) develop and implement a range of methods to gather student and parent opinion and take serious consideration of the trends and ideas expressed

### **E. Staff**

- 1) The Principal and senior leaders will promote key messages to staff, parents and pupils about equality, what is expected of them and can be expected from the Academy
- 2) The Principal will ensure that the whole Academy community receives adequate training to meet the needs of delivering equality

- 3) The Academy's appointment and human resource procedures will implement all aspects of good practice in equal opportunities and safeguarding
- 4) There will be particular attention paid to ensure that all candidates for positions have equal access to selection criteria and to ensure useful post-hoc feedback for all candidates who desire it
- 5) The Principal and governors will monitor the Academy's current staffing profile with regards to ethnicity, gender and disability
- 6) All staff are expected to demonstrate a commitment to the principles and implementation of the Academy's equal opportunities policy. This includes a responsibility to record and report prejudice related incidents. This may be probed in the staff selection process

## **F. Governors**

- 1) Has overall responsibility for implementation of all policies through the offices of the Principal and staff
- 2) Will involve and engage the whole Academy community in identifying and understanding equality barriers and setting objectives to address these
- 3) Supports and monitors the Academy's contribution to the development of community cohesion
- 4) Should monitor the diversity of its own composition and consider action to ensure it reflects the diversity of the local community
- 5) Should ensure its involvement in Academy self-evaluation, the Academy development plan and vision for the future
- 6) Will ensure its sub committees incorporate equal opportunities priorities into their work
- 7) Should ensure regular liaison between themselves and all groups in the Academy who are addressing or should address equal opportunities concerns
- 8) Holds responsibility for the Academy's compliance with the Equality Act 2010 (as it did for the replaced Race Relations Act, Sex Discrimination Act and Disability Discrimination Act) and should ensure, through monitoring, that this is the case.