



## St Mark's C of E Academy Policy

Policy Title	Equal Opportunities	Version No	1
<b>Rationale</b>	<p>At St Marks's C of E Academy we recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equal opportunities policy.</p> <p>We recognize and celebrate that our academy reflects a variety of people of diverse lifestyle, cultures and religions. St Mark's C of E Academy values this diversity and aims to provide the best opportunities for all members of our community.</p> <ul style="list-style-type: none"><li>- We will promote the concept of equality of opportunity throughout the organisation, both for those adults within the community of the school and for all students</li><li>- We seek to develop an understanding of, and promotion of, human equality and equal opportunities</li><li>- We will promote good relations between members of different racial, cultural and religious groups and communities</li><li>- We will enable students to take responsibility for their behaviour and relationships with others</li></ul>		
<b>Policy Statement</b>	<p>The Legal Background</p> <p>The main statutory provisions covering discrimination are the following:</p> <ul style="list-style-type: none"><li>• Equal Pay Act 1970</li><li>• Sex Discrimination Acts 1975 and 1986</li><li>• Race Relations Act 1976</li><li>• Rehabilitation of Offenders Act 1974</li><li>• Disability Discrimination Act 1995</li><li>• Race Relations (Amendment) Act 2000</li><li>• Special Educational Needs and Disability Act 2001</li><li>• Race Relations Act 1976 ( General Statutory Duty: Code of Practice )</li></ul>		

Regulations 2002 Also relevant are:

- Employment Rights Act 1996
- Equal Pay (Amendment) Regulations 1983
- Human Rights Act 1998
- Employment Relations Act 1999.
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- The Statutory Code of Practice on the Duty to Promote Race Equality
- Equal Opportunities – (Age) (June 2007)

The School's values, aims and objectives all accord with the equal treatment of people promoted by these laws and regulations, and the rights enshrined in the Human Rights Act 1998.

- We expect everyone involved in the Academy community to demonstrate a commitment to 'equal opportunities through acceptance of a code of practice which:
- Encourages respect for the individual.
- Encourages individual and collective action challenge prejudice and the structures that perpetuate it.
- Challenges negative and stereotypical images and it then place promotes positive images.
- Declares as unacceptable language, action or expressed belief that is prejudiced or which encourages prejudice in others.
- Challenges institutional or organization structures which have prejudiced or discriminatory effects.

### **Responsibilities**

- It is the responsibility of all members of the Academy to uphold this policy
- The governing body will monitor and review the working of the policy and procedures by allocation of duties to committees of the governing body
- The Principle has responsibility for the equal opportunities policy, and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents.
- All staff are responsible for ensuring equal opportunities in the curriculum. All staff are responsible for following the policy and reporting incidents of

unequal treatment to the appropriate senior member of staff.

### **Employment of Staff - Appointments**

- Advertisements and job specifications will all carry a statement that this School is an Equal Opportunities employer, and welcomes applications from all posts from appropriately qualified persons regardless of sex, race, religion, disability or age.
- Application forms for jobs will include a question about equal opportunities - or interview questions will do so.
- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment
- Candidates for vacant posts will be assessed against relevant criteria only, ie skills, qualifications and experience in selection for recruitment
- The school will make available, as necessary, information about the sex, ethnic background, disability and age of candidates for appointments, and Inform the governing body's Staff and Student Welfare Committee on a termly basis, or whenever the governors request the figures

### **Staff Development**

- All employees have equal chances of training, career development and promotion
- All recruits to the organisation will be offered induction training which will include a reference to the organisation's equal opportunities policy
- Staff development opportunities will be monitored and figures presented to the governors annually, or more often if requested by the governing body. All staff, and in particular those concerned with selection and promotion, are given equality awareness training
- People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

### **Students**

- Parents should be invited to inform the school if their child has a disability. There is no requirement to do so but failure to do so will reduce the school's duty to make reasonable adjustments in respect of the disability
- Students have equal access to the National Curriculum programmes of study (unless disapplied) throughout each Key Stage, and non-compulsory courses, according to aptitude and ability
- The school is committed to full educational inclusion (see SEN policy)
- The designated SLT person will make and record figures on take-up of courses, which will be presented to the Head annually, or more often if requested. The Head will keep the governors informed
- Annual analysis of attainment, behaviour and other student data will be undertaken by gender, ethnic background and ability
- All subjects will have equality of opportunity at their core and develop this within schemes of work
- School and departmental development plans will act to improve the learning of students according to this analysis
- School rules and the Code of Conduct for students clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of

	<p>race, culture, religious beliefs, gender, sexuality and ability/disability</p> <ul style="list-style-type: none"> <li>• Positive attitudes and awareness development for equality of opportunity is specifically taught through the PSHE and RC/ citizenship programmes.</li> <li>• Displays any Academy events should reflect and celebrate the diversity of our community.</li> </ul> <p><b>Administration</b></p> <ul style="list-style-type: none"> <li>• Venues for meetings will take account of the needs of all participants</li> <li>• Venues for teaching and learning will take into account the particular needs of the learners and teacher/teaching assistant</li> </ul> <p><b>Documents</b></p> <ul style="list-style-type: none"> <li>• Language used in documents will reflect and promote equal opportunities and font style and size will take account of the full range of readers</li> </ul>
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<b>Staff Responsible</b>		LPE	
<b>School Group Responsible</b>		Full Governing Body	
<b>Date approved by Governing Body:</b>	September 2009	<b>Review Date</b>	September 2011