

Ratified by Oasis Academy  
Immingham's Academy Council

Date: 12<sup>th</sup> May 2009

# Equal Opportunities Policy (students)

Implementation: April 2009  
Review: April 2011



## 1 Aims

### 1.1 The Oasis Community Learning Board aims:

- to provide an appropriate learning experience for all students, whatever their colour, origin, culture, gender, religion or belief, age or ability;
- to treat all staff equally in employment matters according to the law; and
- to develop policies and procedures that will lead to high standards from all staff and students.

### 1.2 The Academy aims:

- to provide students with the opportunity to learn in an environment free of prejudice;
- to educate all members of the Academy against any form of prejudice or negative stereotyping;
- to treat all staff equally according to the law;
- to make and maintain specific policies on The Gender Equality Duty, the Duty to Promote Racial Equality, and the duty to provide equal opportunities for disabled people.

## 2 Developing policies around *Every Child Matters*

2.1 The *Every Child Matters* framework seeks to ensure that every student is supported and enabled to achieve. This means having regard to their physical and mental well being, and providing students with opportunities to make positive contributions to their local communities.

2.2 The framework is structured around five outcomes:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well-being

2.3 All of these outcomes have significantly different dimensions for girls and for boys. By examining these differences the Academy can better deliver on the outcomes of the gender equality objectives.

2.4 The Academy's policy and actions are set out in the specific policies for promoting gender equality, promoting race equality and providing equal access to the Academy's facilities and services for disabled students, staff and the community.

## 3 Equality of opportunities

### 3.1 Equal Opportunity Issues

The Academy has a general policy to eliminate discrimination on the grounds of gender, race, disability, sexual orientation, religion and belief and age, as required by law.

Oasis Community Learning and its academies maintain specific policies on promoting gender equality, promoting racial equality, and safeguarding students' right to worship as they please.

Oasis Community Learning also expects the academies in all their policies and daily work to take account of the duty to safeguard staff and student rights not to be discriminated against on the grounds of sexual orientation and religion and belief, and age. Staff rights are not to be discriminated against on these grounds as is contained in Oasis Community Learning's employment policies.

### 3.2 **Disability**

Where students have physical and/or learning disabilities, the Academy will ensure that:

- Whatever arrangements are reasonable and practical are made to ensure that disabled students can gain access to the curriculum; and
- The Academy works effectively with local services and agencies, providing coherent support.

The Academy also has a Disability Policy, which provides more detail on the Academy's whole-school approach.

### 3.3 **Gender**

The Academy will ensure that:

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

The Academy also has a Gender equality policy which provides more detail on the Academy's whole-school approach.

### 3.4 **Minority Ethnic Groups, including Refugees**

The Academy will ensure that:

- Home - Academy links are made to involve parents directly in the work of the Academy;
- Linguistic diversity is positively recognized;
- Interpretation and translation services are made available as quickly as possible, where appropriate;
- Links are established with the local community;
- Staff work effectively with other local services;
- Learning support for ethnic minority students is efficient and effective;
- Provision is made for the spiritual, moral, and social and cultural education, supported by appropriate resources and information; and
- Student/students' names will be accurately recorded and correctly pronounced.  
(Student/students should be encouraged to accept and respect names from cultures other than their own.)

The Academy also has a policy to Promote Racial Equality which provides more detail on the Academy's whole-school approach.

### 3.5 **Travellers**

The Academy will ensure that:

- Travelling children are successfully integrated into the Academy;
- Where necessary, distance learning packs are provided to support continuous learning;
- Travelling children with special educational needs receive appropriate support; and
- Travellers' cultures are affirmed to share and broaden experiences for all students.

#### **4 Response to discrimination**

- 4.1 All forms of discrimination by any person within the Academy will be treated seriously.
- 4.2 Staff will always make clear to offending individuals that such behaviour is unacceptable.
- 4.3 The Academy has procedures for dealing with discriminatory incidents (whether they take place in the grounds, corridors or teaching areas), and procedures for recording outcomes.
- 4.4 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.
- 4.5 Continued discriminatory behaviour by a student will lead to the involvement of parents, and could lead to disciplinary action.
- 4.6 Continued discriminatory behaviour by staff could lead to disciplinary action and possible dismissal.

#### **5 Complaints Procedure**

- 5.1 Anyone in the Academy who feels that this policy is not being followed is entitled to raise the matter with the Principal.
- 5.2 Anyone outside the Academy who wishes to make a formal complaint must do so through the Academy's complaints procedure.

#### **6 Responsibilities**

- 6.1 Oasis Community Learning has set out its commitment to equal opportunities in this policy statement, and in specific policies.

##### **6.2 The role of the Oasis Community Learning Board is:**

- to monitor the implementation of this policy throughout its Academies;
- to consider reports from the Academy Councils;
- to review the policy every two years;
- to initiate any changes.

##### **6.3 The role of the Academy Council**

The Academy Council will:

- Monitor the implementation of the policies;
- review annually the Academy's own policies and arrangements to ensure equal opportunities;
- ensure that equal opportunities policies are appropriately implemented;

- ensure that parents and members of the community are involved in the making and reviewing of equal opportunities policies as appropriate;
- monitor the development of the Disability Accessibility Plan;
- welcome all applications to join the Academy, whatever background or disability a child may have;
- ensure that no student is discriminated against on account of their sex, race, sexual orientation, religion and belief and age;
- check regularly the Academy's records of discriminatory incidents and the outcomes;
- offer guidance to the Principal and EOO;
- report to Oasis Community Learning on the implementation of the policies; and
- review the Academy policy following the Oasis Community Learning review every two years.

The Academy Council may also:

- nominate a member of Council as designated Councillor for Equal Opportunities to liaise with the Principal and EOO.

#### 6.4 **The role of the Principal**

It is the Principal's role to:

- implement the Academy's equal opportunities policies;
- ensure that all staff are aware of the policy on equal opportunities, and that teachers and support staff apply these guidelines fairly in all situations;
- appoint a senior member of staff to be the Equal Opportunities Officer (EOO)
- ensure that the equal opportunities policies are applied to all staff recruitment procedures, by all those involved in the selection, appointment and development of staff;
- ensure that the equal opportunities policies are taken account of in pay, performance management, promotion and training matters;
- promote the principle of equal opportunity when developing the curriculum, and promote respect for other people in all aspects of Academy life (for example, in assembly, where respect for other people is a regular theme, and in displays shown around the Academy.)
- report as required to the Academy Council.

#### 6.5 **The Role of the Equal Opportunities Officer (EOO)**

The EOO will be responsible to the Principal for:

- the implementation of the policies;
- liaison with Academy Council members, staff, parents, and students over equal opportunity issues;
- liaison as appropriate to ensure that gender equality is promoted in the curriculum;
- keeping up-to-date with current thinking;
- collection of relevant information;
- attending appropriate courses and training sessions;
- training and support of staff;
- ensuring that any incidents involving gender discrimination are dealt with appropriately and outcomes recorded;
- advising the Principal on the development of the policy; and
- publicising the outcomes of the policy.

The EOO will liaise with the Directors of Learning to ensure that appropriate arrangements are put in place to monitor the performance of potentially disadvantaged students. Measures would include:

- Identifying and investigating any patterns with regard to exclusions and poor attendance in respect of particular groups
- monitoring differences in student attitudes to work and towards each other, with a view to identifying any significant patterns
- addressing issues such as sexual or racial harassment, bullying and hostile behaviour and ensuring that there are effective procedures for reporting and responding to such incidents
- ensuring that the performance of different groups of students is monitored and evaluated so that the particular needs of different students are met; and
- evaluating the impact of additional support on standards achieved.

## 6.6 **Directors of Learning**

Directors of Learning will be responsible for:

- making, reviewing and monitoring curriculum policies in their own subject areas to ensure that gender equality is being appropriately promoted in line with the Academy's policy;
- identifying training and support needs; and
- liaising with the EOO over equal opportunities issues.

## 6.7 **Teachers**

Teachers will:

- familiarise themselves with this equal opportunities policy;
- know what their responsibilities are to ensure that the policy is implemented; and
- know the implications of the equal opportunities policies for their planning, teaching and learning strategies as well as for behavioural issues.

## 6.8 **Support Staff**

All support staff will familiarise themselves with this policy and know what their responsibilities are in ensuring that it is implemented.

## 6.9 **Students**

Students will:

- share, as appropriate, in the development of each equality policy;
- be made aware of how it applies to them;
- learn to treat each other with respect; and
- be prepared to raise issues involving discrimination with a member of staff, or other adult as appropriate.

## 6.10 **Parents and members of the Community**

Parents and appropriate members of the community will be involved in the development and monitoring of equality policies, where relevant, and any programmes generated by them under arrangements drawn up by the Principal, and agreed by the Council.

## 7 **Other Equal Opportunities Policies**

In implementing each specific policy, Oasis Community Learning and Academy staff will have regard to the other equal opportunity policies and legal requirements.

## 8 **Monitoring, Evaluation and Review**

- 8.1 The Principal will report to the Academy Council on the working of the policy termly. Government legislation states that this can be a brief 'summary report' which is incorporated into another strategic document.
- 8.2 The Academy Council will review the working of the Academy's policy annually and will review the policy itself at least every two years and assess its implementation and effectiveness.
- 8.3 The policy will be promoted and implemented throughout the Academy.
- 8.4 The Academy Council will report to Oasis Community Learning annually on the implementation and working of the policy.
- 8.5 Oasis Community Learning will review this policy every two years.

The Academy policy will be placed on the Academy website and brought to the attention of parents/carers through the Academy newsletter.

**9 Date of next review: April 2011**

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Chair of Academy Council