



# Equal Opportunities Policy

Updated January 2022



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## Rationale

Enabling equality of opportunity is a statutory responsibility of Ashcroft Technology Academy (the Academy), as laid down in the 1996 Education Reform Act and Equality Act 2010. Prospect Education (Technology) Trust Ltd (the Trust) recognise that the Academy is made up of a broad range of people, from a wide variety of backgrounds, sexual orientation, cultures and faith groups. It is a diversity that enriches our lives and the educational process at the Academy. The Academy aims to provide the very best curriculum, educational opportunities and experiences to which all staff and students are entitled.

The Trust acknowledges that members of the Academy community may experience unfair discrimination, harassment or prejudice, both inside and outside the Academy. It should be the concern of everyone in the Academy to question such behaviour and attitudes, taking a stand against it, engaging fully with the Academy's commitment to challenging prejudice and discrimination.

## Principles

In pursuance of equal opportunities for all of the Academy community, the Trust is opposed to all forms of discrimination which may hurt or disadvantage individuals or groups in the Academy. The Trust recognises its statutory responsibilities under the anti-discrimination legislation\* and is opposed to unfair discrimination on the grounds of gender, race, sexual orientation, disability or nationality. In addition we recognise that individuals may be subject to direct or indirect discrimination or harassment on other grounds, for example:

- Age
- Language
- Physical appearance
- Politics
- Religious Belief
- Sexual orientation
- Socio-economic status
- Marital Status
- Disability

## The Academy aims to operate in an environment in which every student:

- Is respected and respects others
- Feels safe and empowered to 'call out' behaviours that are prejudicial and discriminatory
- Has access to the full curriculum, extra-curricular programme and Academy trips
- Is helped to achieve their full potential
- Is not subject to unfair discrimination

## Every member of staff:

- Is respected and respects others
- Is enabled to work and develop without unfair discrimination, as outlined in the Equal Opportunities in Employment Policy

**Every parent, Trustee, Executive Board member and visitor to the Academy:**

- Is respected and respects others
- Is treated with courtesy and is courteous to others
- Is not subject to unfair discrimination

**Every student has access to:**

- A curriculum which promotes equality, understanding and tolerance. This is taught explicitly in CPSE and reinforced in other curriculum areas such as English, ICT and Drama.
- CPSE lessons which explicitly teach the requirements of various forms of equality legislation
- CPSE lessons which promote the idea that members of society, including students of the Academy, should not merely refrain from acting in a way that is discriminatory but should be involved in challenging instances of prejudice and discrimination and the systems that underpin these in a safe and constructive way.
- E.g. lessons on preventing and challenging:
  - Sexual harassment
  - Sexism
  - Racism
  - Transphobia
  - Islamophobia
  - Homophobia

**Each member of the Academy community is required to uphold the following code of conduct which:**

- Encourages respect for the individual
- Encourages individual and collective action to challenge prejudice and the structures which perpetuate it
- Encourages a culture where prejudicial and discriminatory behaviours are 'called out'
- Challenges negative and stereotypical images and in their place promotes positive images
- Declares as unacceptable any language, action or expressed belief that is prejudiced or which encourages prejudice in others
- Challenges institutional or organisational structures which have prejudicial or discriminatory effects

**Implementation**

- The Trust, through the Academy's Executive Board gives full support and commitment to the implementation of this Equal Opportunities Policy
- All procedures for the recruitment, appointment and retention of staff will be in accordance with the principles set out in the supplementary Equal Opportunities in Employment Policy
- The in-service training programme and the Professional Development Programme will continually address issues of equality of opportunity
- All members of the Academy community are expected and encouraged to support and demonstrate the policy in practice

- All subject teachers and all departments are responsible for implementing this policy through their schemes of work and methods of operation, drawing on the rich diversity of backgrounds and cultures from which members of the Academy community come
- All incidents of unfair discrimination in the Academy are taken seriously and are dealt with through the Academy's established disciplinary procedures for students and the grievance procedures for staff, endorsed by the Executive Board

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

- The Executive Board will review this policy on a regular basis
- Departments will review procedures, practices and application of policy annually and up-date department handbooks accordingly
- Established procedures already in place for monitoring Special Education Needs (SEN) and English as an additional language (EAL) will be maintained
- Student examination results, absence, exclusions from the Academy and incidents of bullying, harassment, racism, and other harmful actions are recorded and analysed
- Parents are invited to indicate the ethnic group, religion, special educational needs and home language of their child on entry in order that the Academy can take this into account for provision of additional support, where applicable, and to counter any discriminatory practices

\* The following summary covers the statutory requirements in terms of the Anti- discrimination legislation to which this policy relates (the list is not exhaustive):

Disability Discrimination Act 2010  
 Employment Equality (Age) Regulations 2006  
 Employment Equality (Religion or Belief) Regulations 2003  
 Employment Equality (Sex Discrimination) Regulations 2005  
 Employment Equality (Sexual Orientation) Regulations 2003  
 Equal Pay Act 2020  
 Protection from Harassment Act 1997  
 Race Relations (Amendment) Act 2000  
 Rehabilitation of Offenders Act 1974  
 Sex Discrimination Act 2010