



# Equal Opportunities Policy

**Review Date: March 2017**

**Next Review Date: March 2018**

At Wilmington Academy we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the academy community have responsibilities to promote equality of opportunity, experience and treatment and to challenge stereotypes. Our academy community consists of a diverse range of people – employees, visitors, students and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

### **Aims**

We want to foster mutual tolerance and our aim is for everyone to feel valued within the academy. By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality or gender the academy can ensure that:

- All students have opportunities to achieve their potential
- Expectations of all students are high
- All students have access to and can make full use of the academy's facilities and resources
- It reflects the community it serves and responds to its needs
- All students are prepared for life in a diverse and multi-ethnic society
- All students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these
- It has a positive ethos and environment
- Racist and discriminatory incidents are dealt with effectively
- Inclusion issues are taken seriously and are considered in all aspects of academy life
- Diversity is an asset to the academy Equal Opportunities

All students and adults within the academy have a right to be treated with respect and dignity. This includes a right to:

- Study, learn and work and make sure their property is safe.
- Physical, emotional and verbal respect free from violence, bullying and abusive language.
- Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour
- Equal opportunities in relation to course access, recruitment, access to extra- curricular activities and work experience.

Students and adults within the academy are encouraged to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non- intervention will be viewed as agreement.

### **Support**

Support is available for students from their Tutor, Teachers, Student Services Managers, Assistant Principal, Head of College or any trusted adult. Some students may access the emotional support or counselling services as sources of help. The academy nurse and other outside agencies may support students as appropriate.

**Students will:**

- Avoid saying or doing anything that will hurt others.
- Report all incidents of discrimination.
- Offer support or advice to anyone they see being discriminated against.
- Advise the academy about ideas that they think will help to prevent discrimination.

**All staff will:**

- Avoid saying or doing anything that will hurt others.
- Actively demonstrate that they are committed to stopping discrimination in the academy by modelling positive teaching and learning to students and ensure that their own interactions are clear and firm without being confrontational.
- Strive to develop an atmosphere of trust and respect where students feel their concerns are taken seriously.
- Listen seriously to all complaints and concerns about discriminatory behaviour.
- Challenge all discrimination and report it to the SLT.

**In addition, teaching staff will:**

- Address discrimination and related issues through their teaching and tutoring.
- Find ways to engage their students in meaningful dialogue about equality and discrimination ensuring that all students are aware of where to go / what to do if they are being discriminated against or see someone who is being discriminated against.
- Follow up all incidents of discrimination involving the students they have responsibility for.
- Actively encourage collaboration amongst students in their learning using a range of student groupings.
- Support those students identified as needing additional help to understand their own behaviour and its consequences.

**Parents and Carers will:**

- Inform the academy if their child is being discriminated against.
- Support the academy in its actions against those who discriminate.
- Always contact the academy if they have a concern about discrimination.
- Reinforce and support the key points within this policy

**The Senior Leadership Team will:**

- Support staff in training and following procedures against discrimination.
- Provide statutory returns to the local authority and report to governors on a regular basis.

## **RACIAL EQUALITY AND CULTURAL DIVERSITY**

The curriculum of the academy will incorporate multi-faith teaching and learning about other cultures. This universal approach may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures. Racist language and behaviour will not be tolerated. All incidents will be recorded on a racist incident form and parents notified. Persistent racism may result in exclusion.

The academy welcomes and recognises its duties under the Race Relations (amendment) Act 2000. We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination

In order to achieve these criteria we are guided by the following principles:

- Every student should have the opportunity to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change and that is also receptive and respectful towards other identities
- Every student should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an inter-dependent world
- Every student should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well being.

These principles apply to the full range of our policies and practices, including those which are concerned with:

- Students' progress, attainment and assessment
- Behaviour, discipline and exclusions
- Students' personal development and pastoral care
- Admissions and attendance
- The curriculum content
- Staff recruitment and professional development
- Partnership with parents and communities

The academy is opposed to all forms of prejudice including racism, sexism and xenophobia. This includes prejudice, which is directed towards religious groups and particular communities, for example, Islamophobia, travellers, refugees and asylum-seekers. The academy hopes through education and knowledge to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist/sexist jokes will be regarded as any other form of bullying and will be dealt with as such.

## **Religious Observance**

We respect the religious beliefs and practices of all staff, students and their parents, and will comply with all reasonable requests relating to religious observance and practice in accordance with the Leave of Absence policy.

### **The Dress Code**

Parents are asked that students do not wear anything, which has a slogan, writing or illustration that may be offensive in any way to anyone else. Clothing must be appropriate in terms of decency. SLT reserve the right to ask students who wear revealing/inadequate clothing to go home and change. Persistent breaches of the code could result in exclusion. Although students are not allowed to wear hats in school, headgear pertaining to a religious belief may be worn. Dress for PE would also be adapted for similar reasons.

### **Breaches of policy**

Breaches of policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Principal and the Leigh Academies Trust. If a racist incident takes place, the incident form be completed and logged on the academy computerised behaviour log.

### **Monitoring and Evaluation**

Lists of all students of ethnic minorities and 'Looked After Children' will be held centrally and the following data will be collected and evaluated by both gender and ethnicity :

- Examination results
- Attendance
- Bullying incidents
- Exclusions – both internal and external
- Number of certificates of achievement
- Destination at end of 11-16 education (as appropriate)

### **Roles and Responsibilities**

It is the responsibility of the Leigh Academies Trust to ensure that the academy complies with the legislation and that this policy and all related procedures and strategies are implemented. In order to do this, the policy should be regularly reviewed at the student development meetings.

The Senior Leadership team is responsible for ensuring the policy is implemented and that all staff are aware of their responsibilities. Appropriate training and support is given through the staff development programme. The Senior Leadership Team will ensure appropriate action is taken in any case of unlawful discrimination. All staff are expected to deal with racist incidents that may occur; to know how to challenge racial and cultural bias and stereotyping, and to incorporate principles of equality and diversity into all aspects of their work.

This policy should be read in conjunction with DfE Guidance related to the promotion of British Values and the "Prevent Strategy".

### **International Baccalaureate (IB) Careers related programme – Mission Statement**

We are an IB candidate school, seeking authorisation to deliver the International Baccalaureate Career-Related Programme from September 2017.

As a community, we are committed to the IB vision and values. The IB programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

### **Equality Objectives for 2016-2017**

1. To ensure that every member of the Wilmington Academy community upholds the IB values.
2. To use best endeavours to ensure that at least 85% of students achieve their chronological reading age by the end of Year 11, irrespective of gender, ethnicity, religious or cultural background.

We will achieve through:

- Promotion of a love of reading.
  - Use bespoke literacy programmes such as (but not exclusively) Accelerated Reader and Rosetta Stone.
  - Provision of reading interventions such as (but not exclusively) Fresh Start, Better Reading.
3. Achieve promotion of cultural understanding and international mindedness through the delivered curriculum pastoral programmes, assemblies, Action Days and displays.
  4. Ensure that all staff receive the training they need to respond effectively to prejudice related bullying.
  5. Ensure through the delivered curriculum, support and intervention programmes that every student is given the opportunity to achieve the academic qualifications they need to move to further education, employment or training.