

BILTT Greys Education Centre

Equal Opportunities



Greys Education Centre
An Alternative Provision Academy

Reviewed by PC 19.6.18
To be revised: June 2022

JH / Policies

Rationale

All students and staff who enter our school have an equal value and therefore an entitlement to full equality of opportunity. As many of our pupils are deemed 'vulnerable' we have an absolute and passionate commitment to ensure all our pupils achieve and attain outstanding outcomes.

The school will promote and celebrate "Equality for All" regardless of age, disability, race, ethnic or national origins, religious or political beliefs and affiliations, gender, sexual orientation, marital status and family responsibilities, thus embracing all strands of equality.

Greys Education Centre is a place where:

- All who learn and work have the opportunity to participate fully and achieve their full potential with appropriate support where necessary
- Physical, social and economic barriers to accessing the curriculum are minimised
- The environment is welcoming and supportive
- Everyone (Governors, employees, volunteers and students) accepts their responsibility to uphold equality and show respect to others
- All complaints of any strand of Equality are investigated and appropriate actions are taken
- We strive to be a community in which everyone can live learn and grow regardless of gender, race, sexual orientation, disability or other barriers to learning.

Objectives

- to promote a positive attitude towards diversity to include students from different ethnic backgrounds, students with disabilities and students of a different sexual orientation through purposeful teaching and enjoyable learning opportunities
- to promote language in schools which shows respect for difference and to positively challenge language which shows a lack of respect through use and monitoring of the Racist and Bullying log in school
- to link with other schools across the community to share good practice which supports the teaching and learning of the diverse group of learners in our care
- to continue to develop teaching and learning in school to support the explicit and implicit learning of all so that due preparation is made for life beyond the classroom
- to use agreed common approaches and strategies for EAL and SEND students in order to support the progress of different ethnic groups as well as different levels of disability through INSET, Staff Briefing and the publication to staff of documentation.
- to provide relevant CPD for staff in targeting individual student progress and wellbeing in particular with regard to the ECM agenda

- to disseminate information about the student cohort through documentation, such as Day One Information, EAL List, the School SEF and Induction
- to offer cross-curricular opportunities to develop a strong sense of cultural diversity
- to teach pupils to be respectful and tolerant of others who are different to themselves through PHSE and the well-defined ethos of the school
- to work collaboratively with the local, national and international communities to foster a positive sense of community cohesion both within the school and towards further communities
- to review the environment annually or as a response to a concern so that the environments within the schools are fully inclusive to staff and students
- to promote positive visual images of staff and students from different ethnic groups and levels of ability so that positive models of achievement are seen and recognised
- to ensure that reception staff and other staff meet and greet all visitors to the school with an openness of spirit and a respect for individuality
- to carry out an audit of provision annually or in response to a situation to ensure that reasonable adjustments are made for staff and students who present barriers to their effective working within the workplace (to be done in consultation with HR where staff are concerned)
- to ensure that all staff are aware of the strategies which are effective in bridging achievement gaps based on gender and that these are revisited annually so that their effectiveness can be re evaluated
- to effectively provide feedback to the SLT and Governing body regularly on the progress of all groups of students through effective training and leadership to ensure that all staff, students, volunteers and Governors model their responsibility to uphold equality and show respect for all
- to ensure an audit is completed regularly to monitor racist incidents, bullying due to disability, sexual orientation or gender of both staff and students
- to monitor the attendance and achievement of students according to their ethnic groups, SEN, FSM, and gender to ensure that gaps in achievement are known and acted upon
- to make reasonable adjustments to working and learning opportunities to support inclusion for all groups of staff and students
- to monitor through Learning Walks, SEND lesson plans, Boys & Girls' Group, tracking girls the progress of Ethnic Minority students, Students with a Disability, Gender Differences and students for whom their sexual orientation has become an issue for them to monitor and evaluate the work of the teacher responsible for Equal Opportunities so that there is compliance with the Equalities Act at all times
- to monitor the performance and profile of our learners and our staff profile; in terms of race, disability, gender and additionally for staff, age to ensure parity of opportunity
- to ensure that staff and students own this policy and meet regularly to review and discuss it

Equal Opportunities Policy Statement

We are committed to Equal Opportunities. We wholeheartedly accept our legal obligations under - The Race Relations Act 1976 and the RR (Amendment) Act 2000; The Sex Discrimination Acts 1975 and 1986 (as amended); The Disability Discrimination Act 1995 (and the 2005 amendments) and the Age Regulations 2006.

These Acts make it generally unlawful to discriminate on the grounds of:

- Colour
- Race
- Nationality
- Ethnic or national origins
- Sex or marital status
- Disability
- Age

We also undertake not to discriminate unfairly on the grounds of:

- Religion or Belief
- Sexual orientation
- Trade Union membership and activity
- Political belief
- Unrelated criminal convictions

We are committed to implementing Equality of Opportunity in carrying out all our various functions. We are committed to developing effective policy, strategy and standards, and to introducing monitoring and information systems to review and evaluate progress towards achieving Equality of Opportunity. We recognise the effects of historical disadvantage and past discrimination. Where it is appropriate and within the law to do so, we will take positive action to achieve equality of opportunity.

Policies, practices and procedures to eliminate unlawful and unfair discrimination can achieve much but we also recognise that developing real progress towards Equality of Opportunity requires a programme of action that all employees are committed to taking responsibility for and implementing within the remit of their jobs.

Everyone must be genuinely committed to Equal Opportunities.