

EQUAL OPPORTUNITIES POLICY

RATIFIED BY THE LEVER ACADEMY TRUST:

18.07.16

celebrating achievement and success



EQUAL OPPORTUNITIES POLICY

1. AIMS

The Lever Academy Trust is committed to the continued development and practice of a positive policy of equal opportunities in the areas of employment, the curriculum and services delivery.

The aim is to ensure equal access to all, irrespective of age, class, colour, disability, ethnic or national origin, financial background or status, gender, marital status, political and religious belief and sexual orientation. The Board of Governors will ensure that discrimination does not take place in its selection, recruitment, professional development and promotion practices, or in the educational and social activities within the school.

2. OBJECTIVES

2.1 EMPLOYMENT POLICY

- 2.1.1 To ensure that applicants and prospective staff are able to recognise in the format of advertisement and application forms that the Board of Governors is an Equal Opportunities employer and that selection procedures are fair and equitable.
- 2.1.2 To provide Conditions of Service which reflect the overall Equal Opportunities Policy of the Board of Governors.
- 2.1.3 To ensure that members of selection and interview panels are aware of the overall aims of the Board of Governors's Equal Opportunities Policy, and are sensitive to the need to use appropriate language.
- 2.1.4 If a claim of discrimination is made, an inquiry will be held by the Headteacher to establish the facts and invoke, if necessary, appropriate action.
- 2.1.5 To expect and to ensure that all staff respect and observe the Board of Governors's Equal Opportunities Policy.
- 2.1.6 To provide a working environment which acknowledges and encourages the development of equal opportunities amongst staff and pupils in their dealings with each other and with the general public.
- 2.1.7 To ensure that there is appropriate physical access to buildings and the surrounding environment as well as to information on relevant resources.
- 2.1.8 To support The Trust's policy to "provide appropriate training on Equal Opportunities issues and to expect staff accordingly to update themselves at regular intervals on these issues".
- 2.1.9 To monitor and evaluate the effectiveness of the Equal Opportunities Policy on a regular basis and to review the Policy as appropriate.
- 2.1.10 To make the Equal Opportunities Policy freely available.

2.2 CURRICULUM POLICY

- 2.2.1 To operate an admissions policy which guarantees equal access for all pupils and does not discriminate in the provision of teaching or the allocation of pupils to teaching groups.
- 2.2.2 To address with sensitivity and understanding the application of standards of behaviour, dress and appearance; exclusions; access to careers guidance and work experience; the

allocation of resources; the provision of any other benefits, facilities or services provided by the school.

- 2.2.3 To encourage staff and pupils to view critically, norms, values and attitudes which are established to avoid perpetuating discrimination and prejudice.
- 2.2.4 To expect staff and pupils to challenge prejudice and discrimination.
- 2.2.5 To develop an ethos in which diversity and differences are valued to promote self-confidence, co-operation and respect for the rights and aspirations of others.
- 2.2.6 To ensure that teachers plan the delivery and content of the curriculum within the context of Equal Opportunities.
- 2.2.7 To ensure that teaching methods reflect knowledge and understanding of Equal Opportunities.
- 2.2.8 To encourage the selection and use of resources which portray the range of beliefs, lifestyles and traditions present in society and avoid bias and stereotyping.
- 2.2.9 To ensure that methods of assessment and recording of pupils' overall achievement are objective and free of bias.
- 2.2.10 To strive to develop within all members of the school community the skills to recognise and manage issues of equality and opportunity.
- 2.2.11 To monitor and evaluate the effectiveness of Equal Opportunities at curriculum level on a regular basis.

2.3 **SERVICE DELIVERY POLICY**

- 2.3.1 To provide services which recognise the diverse and different needs within the school and cater specifically for them.
- 2.3.2 Through a coherent information strategy to make known the services offered.