



All Saints'
Academy
Cheltenham

Equal Opportunities Students Policy

Reviewed:	June 2022
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Next Review:	July 2024
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Staff Owner:	Mr Dermot McNiffe
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Trustee Owner:	Mrs Sue Padfield
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Equal Opportunities (Students) Policy

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1. Introduction

The policies of All Saints' Academy, with its distinctive Anglican and Catholic foundation, exist to support the Sponsor's Christian vision, ethos and values that are embedded in the day-to-day and long term running of the Academy. Each policy evidences the commitment of the Sponsor to developing Body, Mind and Spirit.

This policy covers equality of opportunities for students and is designed to ensure that students will not be discriminated against on grounds of gender, race, disability, sexual orientation, age or religion and belief.

2. Aims

The Academy aims to:

- Treat all students equally according to the law;
- Provide students with the opportunity to learn in a church school environment free of prejudice;
- Educate all members of the Academy against any form of prejudice or negative stereotyping; and
- Determine outcomes for the policy and set targets for achieving the outcomes based on current educational policy and 'Keeping Children Safe in Education'.

3. Responsibilities

3.1 The Board of Trustees

The Board of Trustees has set out its commitment to equal opportunities in this policy statement, and in specific policies.

The Board of Trustees will:

- Review annually the implementation of the Academy's policies and arrangements to ensure equal opportunities as far as is reasonably practicable;
- Ensure that equal opportunities policies are appropriately implemented and the impact evaluated against the expected outcomes;
- Monitor the development of the Disability Accessibility Scheme and Plan;
- Welcome all applications to join the Academy, whatever background or disability a student may have;
- Ensure that no student is discriminated against on account of their gender, race, disability, sexual orientation, age or religion and belief;
- Ensure that any complaint is properly investigated and resolved;
- Check regularly the Academy's records of discriminatory incidents and the outcomes;
- Offer guidance to the Principal;
- Report as may be required by the sponsors on the implementation of the policies; and
- Review this policy every two years.

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3.2 The Principal

The Principal will:

- Implement the Academy's equal opportunities policies;
- **Appoint an Equal Opportunities Officer (EOO);**
- 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; and
- 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 will be a regular theme, in displays shown around the Academy, and in the Life Curriculum.)

3.3 The Equal Opportunities Officer (EOO)

The EOO will:

- Implement the policy;
- Liaise with the nominated trustee, staff, parents, and students over equal opportunity issues;
- Liaise as appropriate to ensure that all aspects of equality are promoted in the curriculum;
- Keep up-to-date with current thinking;
- Ensure that any incidents involving discrimination are dealt with appropriately and outcomes recorded; and
- Liaise with the Leaders of Learning and appropriate pastoral staff 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.

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 Academy grounds, corridors or teaching areas, or off-site when students are under the authority of the Academy) and for recording outcomes.

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4.4 Racist symbols, discriminatory symbols, political symbols or other biased and/or offensive insignia are forbidden in the Academy, as 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 Any member of staff or student who feels that this policy is not being followed is entitled to raise the matter with the EOO who, with the Principal and other senior colleagues, will attempt to resolve the issue.

5.2 Anyone outside the Academy who wishes to make a formal complaint must do so through the Academy's complaints procedure.

6. Monitoring and Review

The Board of Trustees will review the working and implementation of the policy annually and will review the policy itself every year and assess its implementation and effectiveness.