

The Rural Enterprise Academy



EQUAL OPPORTUNITIES POLICY

Approved by Governors: **March 2018**

Review Period: **3 years**

Review by: **Spring 2021**

1. Aim and Values

1.1 The Rural Enterprise Academy is a welcoming academy where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, religion / belief, sexual orientation, pregnancy, maternity or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community.

1.2 In accordance with the Equality Duty, The Rural Enterprise Academy demonstrates 'due regard' in how it aims to promote equality, tackle any form of discrimination and actively promote harmonious relations in all areas of academy life. We seek to remove any barriers to access, participation, progression, attainment and achievement.

1.3 To demonstrate how we are complying with the Equality Duty, the Equality Act requires that The Rural Enterprise Academy:

- Prepare and publish at least one 'equality objective' which follow the three aims of the Equality Duty; and
- Publish information on an annual basis demonstrating how it is complying with the Equality Duty.

1.4 The legal and local framework for this policy is: Equality Act 2010 updated June 2015.

2. Related Policies:

- Accessibility Plan – updated yearly
- Care, Guidance and Support
- Anti-bribery
- Code of Conduct for Staff
- Complaints
- Disability
- EAL
- Preventing Bullying
- Safer Recruitment
- Special Needs
- Supporting Pupils with Medical Conditions
- Whistleblowing

3. Our guiding principles relating to Equality are:

- a)** All pupils are of equal value

- b)** We recognise and respect difference
- c)** We foster positive attitudes and relationships, and a shared sense of cohesion and belonging
- d)** We observe good equalities practice in staff recruitment, retention, training and development of all staff
- e)** We aim to reduce and remove inequalities and barriers that already exist
- f)** We respect religious beliefs and practice of all staff, pupils and parents

4. Our objectives in order to meet the aims of the Equality Duty are to:

- a) Provide a secure environment in which all our pupils can flourish and achieve
- b) Provide a learning environment where all individuals see themselves reflected and feel a sense of belonging
- c) Prepare pupils for life in a diverse society in which people are able to see their place in the local, regional, national and international community
- d) Include and value the contribution of all families to our understanding of equality and diversity.
- e) Provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age
- f) Actively challenge discrimination
- g) Make inclusion a thread which runs through all our activities

5. In order to achieve these objectives we will:

- a) Involve stakeholders in the development, review and evaluation of all relevant improvement plans, policies and procedures
- b) Publish and share our policies
- c) Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage
- d) Use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning
- e) Have high expectations of behaviour which demonstrate respect to others.

6. Leadership, Management and Governance

The Rural Enterprise Academy is committed to:

- a) Being proactive in promoting good relationships and equality of opportunity across all aspects of academy life and the wider community
- b) Encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution

- c) Working in partnership with families and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our Equal Opportunities Policy is followed

7. Responsibilities

Ultimate responsibility for this policy's introduction and implementation lies with the Principal in consultation with the Governing Body. It is important to recognise that all staff, pupils and parents/carers have an active part to play in the evolution, development and maintenance of this policy.

8. Breaches of the policy

Breaches of this 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 governing body.