

**Enjoying life in all its fullness by
achieving your personal best!**



THE HEREFORD ACADEMY

EQUAL OPPORTUNITIES POLICY

As educators, we uphold the principle of equality of opportunity for all irrespective of race, gender, physical ability or beliefs. It is increasingly recognised that equality of opportunity helps young people attain their potential and gives them greater scope for future choices. With this in mind we ask that the following Code of Practice be adopted by everyone who works, attends or visits the Academy

1 Introduction

- 1.1 The Academy is committed to promoting equality of opportunity and good race relations for the benefit of everyone. The Governing Body and staff recognise their responsibilities in preparing young people for life in our culturally diverse society. They also recognise the opportunity to demonstrate that commitment both as a community resources provider and as a local employer.

2 Aims

- 2.1 The Governing Body of the Academy aims to support the creation of an environment that will:
- i promote equality of opportunity;
 - ii promote good relations between members of different racial, cultural and religious groups and communities; and
 - iii challenge racial discrimination aiming to eliminate unlawful discrimination.

3 The Governing Body's Commitment

- 3.1 The commitment to race equality must be evident in all areas of Academy life. However, that commitment is specifically made by the Governing Body in relation to:

- i Attainment and progress
- ii Teaching and learning
- iii Content of the curriculum
- iv Personal development and pastoral care
- v Behaviour, discipline and exclusion
- vi Admissions and attendance
- vii Staff recruitment and professional development
- viii Staff opportunities and treatment at work
- ix Partnerships with parents
- x Community use of Academy resources.

(In this policy statement, “parents” means all those having a parental responsibility for a child.)

- 3.2 The Governing Body and its Committees will pay due regard to this commitment in determining the policies of the Academy and in the performance of their duties.

4 Guiding Principles

- 4.1 The Academy is guided by three essential principles:

- i every student should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education;
- ii every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities; and
- iii every student should develop the knowledge, understanding and skills that they need in order to participate in our multi-ethnic society, and in the wider context of an inter-dependent world.

5 Staff Responsibilities

- 5.1 The Governing Body expect all staff:

- i to deal with and report any racist incidents that might occur;

- ii to know how to identify and challenge racial and cultural bias and stereotyping;
 - iii to support students in their class for whom English is an additional language; and
 - iv to incorporate principles of equality and diversity in all aspects of their work.
- 5.2 Behaviour or action against the spirit or the letter of the aims on which this policy is based will be considered a serious disciplinary matter and may lead to dismissal.

6 Monitoring, Evaluation and Review

- 6.1 The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.
- 6.2 Member of staff responsible for monitoring this policy is: