



ACCESSIBILITY, EQUALITY and DIVERSITY POLICY

Rationale

This policy reflects the Academy's legal and moral obligation and duty regarding accessibility, equality and diversity.

Objectives

- To make the site and curriculum accessible to all
- To promote equality of opportunity for all
- To eliminate unlawful or hurtful discrimination
- To promote positive attitudes to minority groups within the Academy or wider community
- To make staff and parents aware of the process by which they can seek information held by the Academy.

This policy is written in the context of:

- The National Curriculum 2014
- The Race Relations (Amendment) Act 2000
- Part 5A of The Disability Discrimination Act (DDA) 2005
- The Children Act 2004
- Gender Equality Duty Code of Practice 2007
- National Healthy Schools Programme 2014
- The Equality Act 2010
- Schools Admissions Code 2012

Procedures and Practice

To meet its duties in respect of Accessibility, Equality and Diversity the Academy will aim to:

- provide a learning environment in which all of our children feel safe, feel happy and feel valued and where achievement of all kinds is celebrated.
- eliminate unlawful gender discrimination and harassment;
- eliminate discrimination that is unlawful under the DDA;
- promote positive attitudes towards disabled people;
- encourage participation by disabled people in public life;
- prepare pupils for participation in Britain's multi-ethnic, diverse society;
- help all pupils develop a sense of personal and cultural identity that is confident and open to change;
- acknowledge the existence of racism and take steps to prevent it;
- oppose all forms of racism, homophobia, xenophobia, racial prejudice and racial harassment;
- work with parents and the wider Academy community to promote equality of opportunity for all.
- make relevant information available to staff, pupils and parents

Responsible Committee:	Teaching & Learning Committee
Date Last Reviewed:	June 2017
Due to be Reviewed:	June 2019

To achieve these aims we will:

- involve stakeholders in the development and review of policy relating to Equality and Diversity;
- publish and share our policy with the Academy and wider community
- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage;
- use all available information to set suitable learning challenges for all
- respond to our children's diverse needs and overcome any potential barriers to learning;
- have high expectations of behaviour which demonstrate respect to others.

Responsibilities

The Governing Body is responsible for:

- the Academy's compliance with Equality and Diversity legislation
- the Academy's implementation of an admissions policy which is fair and equitable in its treatment of all groups to ensure pupils are admitted without regard to ability, disability, gender or ethnic group;
- being involved, as appropriate, in dealing with serious breaches of the policy.

The Headteacher and SLT are responsible for:

- implementing the policy and its strategies and procedures;
- ensuring that all staff receive appropriate and relevant Continuous Professional Development (CPD);
- actively challenging and taking appropriate action in any cases of discriminatory practice;
- dealing with any reported incidents of harassment or bullying in line with guidance;

All staff are responsible for:

- being vigilant in all areas of the Academy for any type of harassment and bullying;
- dealing effectively with all incidents of victimisation caused by perceived differences;
- promoting an inclusive curriculum and whole Academy ethos which reflects our diverse society and challenges bias and stereotyping;
- promoting equality and good relations and not discriminating on grounds of age, gender, race, colour, religion, disability or sexual orientation
- keeping up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

Monitoring and Evaluation Procedures

- Data will be used to monitor the attainment and progress of all children
- The results of review and evaluation procedures will inform planning, target setting and Academy improvement objectives.
- The premises issues relevant within the Accessibility Plan are reported to the Resources Committee, via the Business Manager and Headteacher

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