

Equal Opportunities Policy

School character and Circumstances

Policy Statement and Aims

Erdington Academy is proud of its diverse intake and is committed to promoting and achieving equality of opportunity for all students, parents, staff, governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity irrespective of ability, disability, sex, race, ethnicity, religion, culture, social class, appearance or sexual orientation.

Equality of opportunity is essential to good practice in education, in which fairness of opportunity for all is a basic right. The school will actively promote equal opportunities by.

- Acknowledging and valuing diversity.
- Promoting mutual respect and valuing each other's similarities and differences.
- Complying with equal opportunities legislation.
- Eliminating all forms of prejudice and unfair discrimination.
- Actively challenging stereotyping, prejudiced attitudes and unfair discriminatory behaviour.
- A commitment to inclusive education which enables and supports all students to develop their full potential.
- A commitment to the positive development of all staff and governors.
- Accountability for compliance with this policy by all members of the school community.

Objectives

The objectives of this policy are to:

- Develop an ethos which respects and values all people.
- Actively promote equality of opportunity.
- Prepare students for life in a diverse society.
- Promote good relations amongst all members of the school and wider community.
- Eliminate all forms of unfair discrimination, bullying and harassment.
- Deliver equal opportunities through our school policies procedures and practice.
- Strive, within available resources to remove barriers which limit or discourage access to school provision and activities.
- Take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations.

- Monitor the implementation of equal opportunities within the school.
- Set targets for improvement and evaluate the impact of equal opportunities action in achieving goals.

Roles and Responsibilities

Governors

The governing body of the school has agreed this policy and will make sure that the school follows all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality.

Head teacher

Mr Rhatigan will give a consistent and high profile lead on equality and diversity and ensure that all staff are aware of this policy and understand their roles and responsibilities in relation to this policy. Mr Rhatigan will ensure that the school implements its equality and diversity policies and codes of practice.

Leadership Team and Middle Managers.

School managers have a lead role in ensuring that the school's equality and diversity policies and codes are put into practice and that all staff know their responsibilities and receive the support and training necessary to carry them out. They will also make sure that they follow the relevant procedures and take action in cases of unfair discrimination, harassment and bullying.

All Staff

All staff will familiarise themselves with this policy and will promote equality and diversity and avoid unfair discrimination. They have a responsibility to challenge any incidents of unfair discrimination, or racial, sexual or other stereotyping, perpetrated by students or other members of the school community.

Students

Students will share in the development of this policy and be made aware of how it applies to them. They will be encouraged to respect others in language and actions, and to have the confidence to report any incidents of discrimination or unfair treatment to appropriate staff.

Assessing and Monitoring the Equal Opportunities Policy

The school will assess the impact and monitor the equal opportunities policy in line with the race equality policy.