



## EQUAL OPPORTUNITIES FOR STUDENTS POLICY

This Policy was originally created in 2006 and this issue was released in:	<b>October 2009</b>
Academy Staff were consulted on this document and it was accepted by the relevant committee on :	<b>19 October 2009</b>
It was ratified by the Board of Directors on :	<b>7 December 2009</b>
This policy will be reviewed on:	<b>Autumn Term 2011</b>
This policy will be reviewed by:	<b>Curriculum, Student Affairs and Parental Engagement Committee</b>

# EQUAL OPPORTUNITIES FOR STUDENTS POLICY

## Introduction

The Gateway Academy is made up of a broad range of individuals and groups with a wide variety of backgrounds, experiences, lifestyles, languages and cultures. The Gateway Academy is proud of this diversity which enriches all the lives of those in the Academy and the educational processes and informs our 'Inclusive Approach'.

It is part of the Academy's role to promote the benefits of such pluralism and to challenge all prejudicial and discriminatory practices. The Gateway Academy is therefore committed to a policy of inclusion, eliminating discrimination and any practices which contribute to inequality on the grounds of race, gender, religion, sexual orientation, ability and disability.

It is the duty of all members of The Gateway Academy's community, teaching and support staff, parents and carers, students and Board of Directors, to uphold this policy and see that it is put into practice.

## 1 Aims

- 1.1 The Board of Directors aims to provide an appropriate learning experience for all students, whatever their race, gender, religion, sexual orientation, ability and disability. The Gateway Academy has high expectations of all students.
- 1.2 The Gateway Academy aims to provide students with the opportunity to learn in an environment free of prejudice. It is the responsibility of all staff to educate against any form of prejudice or negative stereotyping and to ensure that their conduct with students and colleagues reflects this responsibility at all times.

## 2 Teaching

- 2.1 Teachers are responsible for ensuring that:
  - i teaching styles, methods, language, questioning and classroom management includes and engages all students;
  - ii suitable resources are chosen which motivate and are sensitive to different groups, cultures and backgrounds;
  - iii stereotypes and what are thought to be stereotypical activities are effectively challenged;
  - iv teaching strategies are reviewed in relation to variations in learning and attainment and in the light of known good practice; and
  - v they are aware of possible cultural assumptions and bias within their own attitudes.

### **3 Leadership and Management**

3.1 The senior managers are responsible for ensuring that appropriate arrangements are put in place to monitor the performance of potentially disadvantaged students. Measures would include:

- i identifying and investigating any patterns with regard to exclusions and poor attendance in respect of particular groups;
- ii monitoring differences in student attitudes to work and towards each other, with a view to identifying any significant patterns;
- iii 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;
- iv ensuring that the performance of different groups of students is monitored and evaluated so that the particular needs of different students are met; and
- v the impact of additional support on standards achieved is evaluated.

3.2 It is essential that there is an appropriate response to identified patterns of attainment, progress, behaviour, attitudes and attendance. It is the responsibility of managers to ensure that:

- i strategies should be implemented to raise performance, aspirations and self-esteem;
- ii staff development is provided to raise awareness of differences in need and to promote strategies to raise achievement in all students; and
- iii an environment is created which affirms and supports ethnic, cultural, religious and social diversity and effectively promotes good personal, community and race relations.

### **4 Equality of opportunities**

4.1 In this policy, the term “parents” means all those having parental responsibility for a child.

#### ***Disability***

4.2 Where students have physical and/or learning disabilities, The Gateway Academy will ensure that:

- i whatever arrangements are reasonable and practical, within financial constraints, are made to ensure that disabled students can gain access to the curriculum; and
- ii The Gateway Academy works effectively with local services and agencies, providing coherent support.

4.3 The Gateway Academy also has a Disability Policy which provides more detail.

## ***Gender***

4.4 The Gateway Academy will ensure that:

- i guidance is given on subject choices and careers encouraging students to consider non-stereotypical opportunities;
- ii gender issues are considered when preparing for, and following up, work experience; and
- iii account is taken of positive role models when inviting speakers and representatives into The Gateway Academy and in the promotion of specific initiatives.

## ***Minority Ethnic Groups, including Refugees***

4.5 The Gateway Academy will ensure that:

- i home - Academy links are made to involve parents directly in the work of the Academy;
- ii linguistic diversity is positively recognized;
- iii interpretation and translation services are made available as quickly as possible;
- iv links are established with the local community;
- v staff work effectively with other local services;
- vi learning support for ethnic minority students is efficient and effective;
- vii provision is made for the spiritual, moral, and social and cultural education, supported by appropriate resources and information; and
- viii students' names should be accurately recorded and correctly pronounced. Students should be encouraged to accept and respect names from cultures other than their own.

## ***Travellers***

4.6 The Gateway Academy will ensure that:

- i travelling children are successfully integrated into the Academy;
- ii where necessary, distance learning packs are provided to support continuous learning;
- iii travelling children with special educational needs receive appropriate support; and
- iv travellers cultures' are affirmed to share and broaden experiences for all students.

## **5 Response to discrimination**

5.1 All forms of discrimination by any person within The Gateway Academy will be treated seriously. A careful note of such incidents should be made, whether they take place in the Academy grounds, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable.

5.2 Racist symbols, or other biased and/or offensive insignia are forbidden in the Academy. The display of such materials is regarded as discriminatory behaviour.

5.3 Continued discriminatory behaviour will lead to the involvement of parents.

## **6 Monitoring, Evaluation and Review**

6.1 The Board of Directors 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.