

**WREAKE
VALLEY**



ACADEMY

Wreake Valley Academy

Equal Opportunities Policy

Date of Review	May 2020
Date approved by Local Advisory Board	1 st June 2020
Date of next Review	Summer Term 2022

Signed on behalf of the Governing Body

Chair of Governors/Chair of Committee

Wreake Valley Academy

Reviews May 2020



EQUAL OPPORTUNITIES POLICY

Statement of Values

We believe that educational opportunity is a fundamental right for all people and that access to it cannot and will not be determined by age, gender, cultural background, social or economic status, or the effects of disability or special needs.

As a school we recognise that we operate within a society which is diverse in race, culture and creed, and take pride in the pluralist nature of the school and its local communities.

The school acknowledges that it operates within a society that is fundamentally unequal and within which there exists widespread direct and indirect discrimination.

We believe that it is our duty to create equality of access to a curriculum which develops the values, attitudes and skills necessary to enable all our students to participate, to their full potential, in a democratic, multicultural society.

These students should underpin and inform all aspects of our work at Wreake Valley Academy and therefore apply to:

- our management and decision making processes.
- our employment practice.
- the development of training opportunities.
- the curriculum and services that we provide.

As an Academy all statements and practice apply equally to young people and adults who participate in any educational activity or other service provided by the Academy.

Statement of Aims and Intentions

In order to ensure that all our practice is informed by these principles:

- we need to ensure that our staff recruitment procedures adhere strictly to national and local Equal Opportunities.
- we should not tolerate racist, sexist or other discriminating behaviour from our governors, parents, staff or students such as physical or verbal abuse, graffiti, intimidation or other forms of harassment.

- we need to actively promote the notion that all students are of equal value and recognise fully the diversity of achievement.
- we should recognise that in promoting true equality of opportunity it may be necessary to offer compensatory learning opportunities to certain individuals and groups.
- we need to implement clear procedures for dealing with a complaint from anyone who thinks that the school or its staff or students has discriminated against them.
- we endeavour to monitor and evaluate the implementation of E.O. policy.