

# HARRIS ACADEMY MERTON

## EQUAL OPPORTUNITIES POLICY 2011-2012

### A: STUDENTS

#### 1 Aims

- 1.1 The Governing Body of the Academy aims to provide an appropriate learning experience for all students, whatever their colour, origin, culture, gender, religion or ability. The Academy has high expectations of all students.
- 1.2 The 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 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 Academy works effectively with local services and agencies, providing coherent support.
- 4.3 The Academy also has an Accessibility Policy which provides more detail.

## Gender

### 4.4 The 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 Academy and in the promotion of specific initiatives.

## Minority Ethnic Groups, including Refugees

### 4.5 The Academy will ensure that:

- i home - school 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 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 Academy will be treated seriously. A careful note of such incidents should be made, whether they take place in the school grounds, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable.
- 5.2 Racist symbols, political 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 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.

## **B: STAFF**

### **1 Aims**

- 1.1 The Governing Body of the Academy aims to support the creation of an environment that will:
- i eliminate unlawful, direct and indirect discrimination and promote equality of opportunity;
  - ii ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability creed, marital status, nationality, race, religion, culture, gender, gender recognition or sexual orientation;
  - iii have regard to equal terms for men and women in employment in accordance with the EC Equal Terms Directive, 2002/73/EC;
  - iv have regard to Sex Discrimination (Gender Reassignment) regulations which prevent discrimination against transsexual people in employment and vocational training.
  - v eradicate racial, religious or sexual harassment or discrimination; and discrimination on the basis of disability and sexual orientation, and
  - v value, celebrate and learn from the cultural diversity of its staff.

### **2 The Workforce**

- 2.1 The Academy will ensure that no employee receives less favourable treatment and that appropriate support is provided so that all employees attain their full potential to the benefit of the Academy and themselves.
- 2.2 The Academy wishes to achieve an ability-based workforce which is in line with the working population mix in the relevant labour market.
- 2.3 The cooperation of all employees is essential for the success of this policy. However, the Governing Body has lead responsibility for achieving the aims of this policy and for ensuring compliance with the relevant Acts of Parliament and Codes of Practice. 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.

### **3 Positive Action**

- 3.1 Under represented groups will be encouraged to apply for training and employment opportunities within the Academy. Recruitment to all jobs should be strictly on merit.
- 3.2 Wherever necessary, use will be made of lawful exemption to recruit suitably qualified people to cater for the special needs of particular groups.
- 3.3 Efforts will be made to identify and remove unnecessary and unjustifiable barriers and to provide appropriate facilities and conditions of service to meet the needs of under represented groups.

### **4 Vacancy Advertising**

- 4.1 The Governing Body will put in place arrangements to determine which vacancies must be advertised both internally and externally simultaneously. It is anticipated that senior posts would always be advertised externally. (For full details see HAM Staff Appointments Procedure).
- 4.2 Steps will be taken to ensure that knowledge of vacancies reaches under-represented groups internally and, where appropriate, externally.
- 4.3 All vacancy advertisements will include a short statement on equal opportunities.

### **5 Selection & Recruitment**

- 5.1 Selection criteria, including job descriptions and postholder specifications, will be kept under review to ensure that they are justifiable on non-discriminatory grounds as being essential for the effective performance of the job.
- 5.2 Wherever possible, more than one person will be involved in the shortlisting and the selection interview.
- 5.3 Reasons for selection and rejection of applicants for vacancies must be recorded.

### **6 Personnel Records**

- 6.1 Employees are able to check and correct their own records of personal details. Otherwise, access to personal records is restricted in accordance with the provisions of the Data Protection Act.

## **7 Monitoring, Evaluation and Review**

7.1 The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and published throughout the Academy.

Mr. A. Halpin  
Principal

Reviewed: September 2011

Next review date: September 2012