

EQUAL OPPORTUNITIES POLICY



The Directors of the Governing Body of Hadrian Academy Trust have agreed that policy documentation from Hadrian Lower School will continue to be appropriate until such time that the policy is due to be updated.

Note;

- The wording Hadrian Lower School should be read as Hadrian Academy.
- Reference to the Local Authority may not always apply.
- Reference to staff employer should be read as Hadrian Academy Trust.

AGREED BY DIRECTORS OF HADRIAN ACADEMY TRUST:

Renewal date : Autumn 2012

Rationale

We believe that all staff and children should be treated equally regardless of gender, race, faith, age, disability or any special needs. All staff and children should be assisted to achieve their full potential. We are committed to eliminating sexual discrimination and harassment for any member of staff or pupil.

Policy

The purpose of equal opportunities is to ensure that no discrimination of any kind takes place. The school recognises this legal duty and aims to adopt positive strategies to achieve equality of opportunity and demonstrate gender equality and fairness.

Intended Outcomes

1. All of the school community will be treated with respect and dignity.
2. Access to all aspects of educational provision and continued professional development are ensured.
3. All staff and children are treated equally.
4. Registers are in alphabetical order.
5. Pupils / students are working together in appropriate groups depending on task.
6. Teachers offering praise and encouragement to all pupils.
7. Opportunities are provided in the curriculum for the exploration of issues related to cultural diversities.
8. Equal opportunities are dealt with in a consistent way throughout the school.
9. Staff are united in their approach to discriminative language.
10. The curriculum (both formal and informal) promotes positive images of equal opportunities (display books, role modelling).
11. Every opportunity is taken to counter any stereotyping and encourage positive attitudes.

Monitoring

This policy will be kept under review to ensure that no person, or group of people, is disadvantaged on account of their race, colour, nationality or ethnic origin, gender, age, disability or special needs.

Harassment

Hadrian aims to create a positive, stimulating and supportive environment for learning and work. It accepts that such an environment cannot be sustained if staff, pupils or parents are individually or collectively subject to harassment, intimidation, aggression etc.

This policy will be reviewed annually. Next review 2012