



AAB POLICY STATEMENT ON EQUAL OPPORTUNITIES 2019/2020

Signed on behalf of trustees by **G F Nonnu** on 9/8/2019

Promoting equal opportunities is fundamental to the aims and ethos of Andalusia Academy. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our students for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish. The School promotes tolerance of and respect for other people, paying particular regards to the protected characteristics under the Equality Act 2010. Andalusia Academy is committed to equal treatment for all, regardless of an individual's race, sex, age, marital status, disability, religion or belief, sexual orientation, transsexual, gender reassignment, pregnancy or maternity. These are all protected characteristics. We are an academically selective school and we believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing. We also welcome applications from students with special needs and disabilities. Definitions: In this policy "discrimination" includes discrimination in respect of an individual's protected characteristics such as treating someone with a protected characteristic less favourably or having a rule which applies to all but affects those with a protected characteristic less favourably. "Harassment" includes verbal or physical abuse, innuendo, unwelcome comments, remarks or conduct, and other unwanted behaviour linked to a protected characteristic which violates someone's dignity or is offensive to them.

Applicable to: All staff, governors, volunteers, students, parents/guardians and visitors.

Aims

- To put into place in Andalusia Academy, practices that reflect our belief that every student is special and that all should have the opportunity and support to develop their skills and abilities to achieve their potential and to apply them in a way that is appropriate to a 21st century world.
- To ensure that school systems and practices develop and maximise the achievement of all students giving them the best possible life choices and chances in a changing world.
- To support students in using their learning and skills to make informed and unbiased choices, which are free from stereotyping, for their future life.
- To ensure that Andalusia Academy remains socially inclusive and offers equal access and opportunity to all its students.

- To maintain practices that support equality of opportunity for all existing staff and in future recruitment.
- To oppose and challenge prejudice in any form within Andalusia Academy and promote good relations within the school and local community.

Implementation:

The school will take active steps to

- ensure that issues of equal opportunities are reflected within the school's development plan as appropriate.
- guard against discrimination whether it be in staff, pupil or governor recruitment, access to the school curriculum, reporting/ assessment procedures, careers advice, uniform, recognition of festivals and school life generally.
- have in place clearly defined procedures to deal with issues of discrimination and harassment of any person working in and connected with Andalusia Academy, be they student, member of the teaching or support staff, parents/guardians, governors and visitors to the site.
- maintain additional services to students, their families and the wider community e.g. 'Breakfast Club' and facilities for doing prep in school.
- ensure that equal consideration and opportunities should be given to all staff, whether on permanent or temporary/part -time contracts, for career development in the areas of INSET, appointments and allocation of responsibilities.
- deal effectively with any complaint of harassment made by any member of the wider school community.
- make reasonable adjustments to avoid putting disabled students at a substantial disadvantage in matters of admission and education. This does not include a duty to change physical features. However, there are not generic answers as to what is a reasonable adjustment. The duty is always child specific and context specific.

Staff will:

- never harass a student, another member of staff or anyone else within the wider community of Andalusia Academy.
- avoid situations which imply differences in expectation when assessing work, giving attention to, allocating tasks and responsibilities, giving rewards or sanctions and in addressing students, on any grounds other than that of justifiable differentiation in light of individual needs.
- recognise the diversity of the school community with regard to its racial, cultural, social and religious mix, when teaching their area of the academic curriculum



- take care to pronounce and spell names correctly.
- be actively aware of their individual responsibility to promote equality of opportunity in all areas of school life.
- encourage students to debate equality and prejudice issues throughout their time at the school.
- as a Head of Department or otherwise in charge of a subject, annually review their policy on differentiation and their department's teaching materials to ensure that all students have equality of access to their particular area of the curriculum.

All students will:

- never harass another student, member of staff, or anyone else within the wider school community by any means.
- never seek to exclude another student from a friendship group on grounds of negative discrimination.
- be encouraged to report any incident of harassment to a member of staff, so that incidents of prejudice and negative discrimination can effectively be dealt with.