

## MANCHESTER CREATIVE AND MEDIA ACADEMY

<b>Name</b>	<b>Equal opportunities students/pupil policy</b>
<b>Approved by</b>	<b>T&amp;L/B&amp;S Committee</b>
<b>Policy Created</b>	<b>June 2014</b>
<b>Review</b>	<b>3 years</b>
<b>Update Approved</b>	<b>(DATE)</b>
<b>All policies are available to stakeholders either on the Academy website or upon request from the Academy's Main office.</b>	

### 1. Rationale

- 1.1** All members of the Academy work hard to ensure that whatever inclination, aptitude or level of ability, every one of our pupils/students is presented with a variety of educational and social opportunities which sensitively challenges and supports each of them to maximise their development. Equal opportunities concern everyone and every member of the community has an obligation to promote equality in every sphere of Academy life. Any form of intolerance is counterproductive and unacceptable.
- 1.2** Through the implementation of this policy, we will aim to ensure that all pupils/students:
- Leave the Trust with high aspirations and equipped with the knowledge, skills and behaviours to achieve them.
  - Are successful learners who enjoy learning, make accelerated progress and achieve high standards.
  - Are confident individuals who are able to lead safe and healthy lives.
  - Are responsible citizens who make a positive contribution to society.
- 1.3** The Academy recognises that diversity is a reality of our community and that it brings significant educational benefits to all pupils/student. Learning experiences are enriched by different life experiences, varied perspectives, flexibility and creativity.

### 2. Aims

- 2.1** All members of the Academy recognise the need to ensure all pupils have equality of, access to and experience of, learning opportunities and, therefore, see the need for a positive and effective equal opportunities policy. The specific aims of this policy are to:
- Promote the concept of equality of opportunity through the student body, regardless of background, nationality, race, religion, ability, sexual orientation, disability or social circumstances.
  - Accommodate the different rates at which pupils/students develop and provide access to a variety of learning styles, materials and curriculum provision to meet all needs.

- Provide a safe and secure environment in which each pupil/student develops self confidence and is assured that individual academic, emotional and spiritual needs are met and that individual achievements are valued equally.
- Develop an understanding and promotion of human equality and equal opportunities.
- Promote good relations between members of different racial, cultural and religious groups and communities.
- Create a caring, supportive and tolerant community atmosphere in which individuals show, and can expect, courtesy in which negative attitudes and intentionally offensive behaviours are unacceptable.

### **3. Links to Other Policies**

- 3.1** This policy should be read in conjunction with other policies associated with pupils/students, such as the Behaviour Policy; Racial Equality Policy; Disability Policy; SEN Policy; Gifted and Talented Policy and the Anti-Bullying Policy.

### **4. Responsibilities**

- 4.1** The Principal has overall responsibility for this policy. On a day-to-day basis, the responsibility for the organisation and implementation of this will lie with a named member of the Senior Leadership Team in the Academy.

- 4.2** All pupils/students and staff are responsible for following this policy and ensuring that:

- Teaching styles, methods, language, questioning and classroom management includes, and engages, all pupils/students.
- Suitable resources are chosen which motivate, and are sensitive to, different groups, cultures and backgrounds.
- Stereotypes, and what are thought to be stereotypical activities, are effectively challenged.
- Teaching strategies are reviewed in relation to variations in learning and attainment and in the light of known good practice.
- Incidents of unequal treatment are reported to the appropriate member of staff.
- Everyone is aware of possible cultural assumptions and bias within their own attitudes.

### **5. Leadership and Management**

- 5.1** The Leadership Team of the Academy is responsible for the following:

- 5.1.1** Ensuring that appropriate arrangements are put in place to monitor the performance of potentially disadvantaged pupils/students. Measures include:

- Identifying and investigating any patterns with regard to behaviour, exclusions and poor attendance in respect of particular groups.
  - Monitoring differences in pupil/student attitudes to work and towards each other with a view to identifying any significant patterns.
  - Ensuring that the performance of different groups of pupils/students is monitored and evaluated so that the particular needs of different pupils/students are met.
- 5.1.2** The Academy is committed to providing a safe environment for all pupils addressing issues such as sexual or racial harassment, bullying (all types) and hostile behaviour and ensuring that there are effective procedures for reporting and responding to such incidents.
- 5.1.3** Providing a range of extra-curricular activities that ensure and promote equality of opportunity for all.
- 5.1.4** Ensuring the membership of any pupil/student body, such as the Student Council or prefect body, reflect the diversity of each Academy's community.
- 5.1.5** All extra-curricular activities and experiences are actively promoted to all pupils/students, regardless of culture, gender and background.
- 5.1.6** Attendance at extra-curricular activities and experiences are monitored to ensure that all groups of pupils/students have equality of opportunity to engage in such activities.
- 5.1.7** Providing staff development and training to raise awareness of differences in need and to promote strategies to raise the achievement of all pupils/students.
- 5.1.8** Ensuring all pupils/students receive, as part of the curriculum, knowledge and guidance concerning the importance of equal opportunities in order to raise awareness, promote diversity and remove prejudice.
- 5.1.9** Creating an environment which affirms and supports ethnic, cultural, religious and social diversity and effectively promotes good personal, community and race relations.
- 5.20** Create an environment that promotes equal opportunity and good race relations and will not discriminate against anyone on the basis of: race, colour, nationality or citizenship, ethnic or national origin. The Academy will not tolerate any form of racial discrimination, racial harassment or inciting of racial hatred and any incidents of

this nature will be dealt with and may be offences under criminal law.

- 5.21** Create an environment that does not tolerate any form of discrimination against disabled students. The Academy will make every effort to ensure that its premises are accessible to people with all kinds of disabilities and continue to review the physical environment and the Academy curriculum, in order that all can access this.

## **6. Impact for Students**

**6.1** The Trust is committed to full educational equality. To this end:

- All pupils/students will have equal access to all curriculum programmes of study throughout each Key Stage and non compulsory courses, according to aptitude and ability.
- All subjects will have equality of opportunity at their core and make explicit reference within medium and long term learning plans to ensure full progression.
- All Academy improvement plans will act to improve the learning of pupils/students according to relevant analysis.
- Academy rules and the Code of Conduct for pupils/students should clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religious gender, sexuality and ability/disability.
- Positive attitudes and awareness development for equality of opportunity will be specifically taught through the PSHE and Personal Development programmes.

<b>Responsible Staff:</b>	<b>Vice Principal Behaviour and Safety</b>
<b>Policy Administrator:</b>	
<b>Approving Body</b>	<b>T&amp;L and B&amp;S Committee</b>
<b>This policy is to be viewed in conjunction with other policies.</b>	