

## Academy Policy – Equal Opportunities (Students)

<b>Aims:</b>	<ul style="list-style-type: none"> <li>• The Academy will endeavour not to discriminate directly or in-directly against students or potential students on the grounds of gender, race, colour, nationality, ethnicity, religion or beliefs, disability, sex, class or any other relevant criteria</li> <li>• To create a culture in the Academy where discrimination is unacceptable and will not be tolerated and that diversity is an asset to the Academy</li> <li>• To encourage and ensure staff and students are treated with respect and the atmosphere is free from prejudice, ill feeling or resentment</li> <li>• To encourage students to let someone know about discrimination This will be achieved by:</li> <li>• Addressing issues of discrimination, self-esteem, confidence, well-being</li> <li>• Ensuring people tell someone when they see or experience discrimination</li> <li>• Having clear strategies and procedures for preventing discrimination</li> <li>• Giving support to those who are discriminated against and those who discriminate</li> </ul>
<b>Targets/ Outcomes</b>	<ul style="list-style-type: none"> <li>• Ensuring all groups of students' well-being and personal development is addressed</li> <li>• Ensuring all groups of students progress and achieve to the best of their ability</li> <li>• To close and eradicate achievement gaps between boys, girls, and different ethnic groups</li> </ul>
<b>Definition:</b>	<ul style="list-style-type: none"> <li>• <i>Equal opportunity is the right to be treated without discrimination regardless of background</i></li> <li>• <i>Discrimination can be any form of name-calling, teasing, mocking, or threatening someone because of their colour, belief, disability or any of the above mentioned. Discrimination may make someone feel unhappy, isolated, hurt, angry, frightened or unsafe</i></li> </ul>
<b>Roles and Responsibilities:</b>	
<b>Students will:</b>	<ul style="list-style-type: none"> <li>• Treat each other fairly, justly and with respect</li> <li>• Avoid saying or doing anything which will hurt others</li> <li>• Report all incidents of discrimination</li> <li>• Offer support or advice to anyone they see being discriminated against</li> <li>• Advise the Academy about ideas that they think will help to prevent discrimination</li> </ul>
<b>All staff will:</b>	<ul style="list-style-type: none"> <li>• Treat everyone fairly, justly and with respect</li> <li>• Avoid saying or doing anything which will hurt others</li> <li>• Actively demonstrate that they are committed to stopping discrimination in the Academy by modelling positive teaching and learning to students &amp; ensure that their own interactions are clear and firm without being confrontational</li> <li>• Strive to develop an atmosphere of trust and respect where students feel their concerns are taken seriously</li> <li>• Listen seriously to all complaints and concerns about discriminatory behaviour □ Challenge all discrimination and report to SLT</li> </ul>
<b>In addition teaching staff will:</b>	<ul style="list-style-type: none"> <li>• Address discrimination and related issues through their teaching and tutoring</li> <li>• Find ways to engage their students in meaningful dialogue about equality and discrimination ensuring that all students are aware of where to go/what to do if they are being discriminated against or see someone who is being discriminated against</li> <li>• Follow-up all incidents of discrimination involving the students they have responsibility for</li> <li>• Actively encourage collaboration amongst students in their learning using a range of student groupings</li> <li>• Support those students identified as needing additional help to understand their own behaviour and its consequences</li> </ul>
<b>Parents and carers will:</b>	<ul style="list-style-type: none"> <li>• Treat everyone fairly, justly and with respect</li> <li>• Inform the Academy if their child is being discriminated against</li> <li>• Support the Academy in its actions against those who discriminate</li> <li>• Always contact the Academy if they have a concern about discrimination</li> </ul>
<b>Academy SLT will:</b>	<ul style="list-style-type: none"> <li>• Treat everyone fairly, justly and with respect</li> <li>• Support staff in training and following procedures against discrimination</li> <li>• Deal with incidents of inequality promptly</li> <li>• Provide statutory returns to the Learning Trust as required and report to Governors on an annual basis</li> <li>□ Implement, monitor, review and revise the policy with Governors</li> </ul>
<b>Related Docs:</b>	

	<b>Review Date:</b>	<b>Reviewed By:</b>	<b>Approved by Governors:</b>	<b>Review By:</b>
	July 2025	FGB		Staff, students, parent/carers, Governors



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