



Equal Opportunities Policy

Approved by: Trust Board Date: 01.09.2023

Last reviewed on: April 2025

Next review due by: April 2026

Updates and amendments

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1. Induction

Equal Opportunities must be an integral part of the Academy's ethos.

2. Aims

All aspects of school life should be relevant to pupil's everyday experiences and to today's world. It should be equally accessible to different ability groups, to children of both genders, and to pupils of all social, cultural and ethnic backgrounds.

1. All students are entitled to every opportunity to achieve their potential without being limited by assumed emotional, intellectual, physical or social qualities based on stereotypes of class, gender, age, learning style or race.
2. All students are entitled to learning experiences that help them to participate fully in our multicultural and multiracial society; to form relationships with those around them and to care responsibly for themselves and others.
3. We will meet as appropriately and as effectively as possible the particular needs of all students having regard for gender, race and cultural, linguistic, religious and social background.
4. We will build on the strengths of the cultural and social diversity of the wider school community.
5. We will encourage teaching and learning approaches, which promote positive attitudes, raise expectations of staff and improve the self-esteem of students.
6. We will promote a shared understanding of this policy among all members of the wider school community and encourage them to be fully involved in the educational process as administrators, governors, parents, staff and students.

7. We will enable all staff (ancillary and teaching) to be aware of, to understand, and to implement this policy.
8. We will ensure that adequate resources are available to implement this policy effectively.
9. We will monitor and evaluate the degree to which the aims of this policy are being achieved and make changes and corrections as appropriate.

The principles stated above will be at the basis of all policy and practice in the school.

To be reviewed bi-annually

This Policy will be reviewed by the Audit Committee on a 2-yearly cycle.