



# Equal Opportunities Policy

**Date of Review:** September 2018  
**Approved by:** Trust Board  
**Next Review Date:** July 2022, every four years with new objective each year

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The Equality Act 2010 outlines the three aims of the general duty to have due regard for Equality, across all organisations:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Specifically, due regard is to be given within organisational life in order to:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

## 1 STATEMENT OF PRINCIPLES

- 1.1 The primary aim of The Rodillian Multi-Academy Trust is 'Achievement through Respect and Care' will be endeavoured towards if we educate, develop and prepare all our students, whatever their sex, race, culture, origin or ability. We positively commit The Rodillian Multi-Academy Trust to promote equal opportunities, celebrating race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.
- 1.2 Each individual academy within the MAT is responsible in applying the principals of the Equal Opportunities Policy.
- 1.3 Discrimination on the basis of race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation is unacceptable at The Rodillian Multi-Academy Trust. We are committed to challenging any prejudice or discrimination in whatever form.
- 1.4 We strive to be an trust in which all members, employees and students are proud of and to which they are committed. Where everybody has the opportunity to contribute, develop and advance based on merit, not on disability, gender, gender re-assignment,

age, pregnancy and maternity, marital status, religion and belief, sexual orientation, politics or background.

- 1.5 Each student, member of staff, volunteer and governor will endeavour to further these objectives by personally contributing towards a happy and caring environment and by showing respect for, and appreciation of, each other as individuals.
- 1.6 An equal opportunities philosophy will be practised by all staff, volunteers and governors.
- 1.7 The Rodillian Multi-Academy Trust acknowledges the complexity of British society and recognises that it would be failing the students if it did not prepare them for their integral part in society, especially global responsibilities. These constitute important aspects of our citizenship curriculum.
- 1.8 The curriculum of each department will be developed to promote race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation and a commitment to Educational and Social Inclusion.
- 1.9 The Rodillian Multi-Academy Trust is committed to emphasising the common elements and values of our multiple culture rather than highlighting conflicting areas.
- 1.10 Each objective in the trust and department development plans should have specific targets to achieve equality of opportunity.

## **2 THE AIMS**

- 2.1 At The Rodillian Multi-Academy Trust we see our first task as equipping students with an awareness of an increasingly diverse society and of presenting the world as it is and as we would like it to be. All students are entitled to every opportunity to achieve their own potential without being limited by assumed social, intellectual or physical capabilities based on stereotypes of race, disability, gender, gender re-assignment, religion and belief and sexual orientation. All students should leave the academy as well prepared as possible eventually to participate in and contribute to adult society, to form worthwhile relationships with those around them and to care adequately for themselves and others.

## **3 EQUALITY OBJECTIVES**

The primary aim of The Rodillian Multi-Academy Trust is 'Achievement through Respect and Care' will be endeavoured towards if we educate, develop and prepare all our students, whatever their sex, race, culture, origin or ability. We positively commit The Rodillian Multi-Academy Trust to promote equal opportunities, celebrating race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.

Objectives for 2018/9:

- To ensure that staff and the governing body are aware of current legislation surrounding equality and diversity and understand the school's responsibility

- To promote cultural understanding, awareness and tolerance of different religious beliefs between different ethnic groups within our school's communities.
- To increase the extent to which all students, including in particular those with protected characteristics as defined by the Equality Act, feel valued and confident, and in consequence more likely to achieve their potential.
- Actively close gaps in attainment and achievement between students for all groups of students; especially the gap between boys and girls English KS4 results, students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- Continue to improve accessibility across the schools for students, staff and visitors with disabilities, including access to specialist teaching areas.
- To monitor and reduce the incidence of the use of homophobic, sexist and racist language by students in school.
- To actively promote mental health awareness and develop appropriate interventions where necessary.
- To continue review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

#### **4 PRACTICE**

- 4.1 Admissions - each academy within The Rodillian Multi-Academy Trust follows the relevant local authority Admission Policy, which does not permit, disability, gender, gender re-assignment, religion and belief and sexual orientation to be used as criteria for admissions.
- 4.2 Registration - Students' names should be accurately recorded and correctly pronounced. Students should be encouraged to accept and respect names from other cultures.
- 4.3 Discrimination - All forms of discrimination by any person within the academy are to be treated seriously. A careful note made with Head of School must be kept of such incidents, whether they take place in the school grounds, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable.
- 4.4 Students - If there are subsequent incidents, then the appropriate senior staff member should be informed and consideration should be given to involving the parents. Racist symbols, badges and insignias on clothing and bags are forbidden in school. Graffiti should be removed immediately.

Students must be encouraged to make real choices that are based on interest, aptitude and ability rather than reacting to pressure to conform to stereotypes.

- 4.5 Parents should be made aware of The Rodillian Multi-Academy Trust's commitment to equal opportunities.
- 4.6 Staff and Volunteers - The Rodillian Multi-Academy Trust's values diversity amongst staff and volunteers.

- 4.7 In all staff appointments the best candidate will be appointed, based upon strict professional criteria.
- 4.8 All staff and volunteers should be aware of possible cultural assumptions and bias within their own attitudes.
- 4.9 In order to understand the background and experience of ethnic minority students and to raise expectations of their potential, staff need to be aware of the historic and contemporary processes, which have caused and may be continued to sustain racism. Close liaison with families in the academy is beneficial to all concerned. Support and advice is available from the authority's multicultural support service. Within an individual academy the pastoral care system should be used, particularly with regard to home/school liaison and for dealing with any situation of discrimination or harassment.
- 4.10 The Curriculum – All students must have access to the curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each student. The curriculum must be balanced, objective and sensitive and must not highlight sexual and cultural diversity.
- 4.11 Language – The Rodillian Multi-Academy Trust's views linguistic diversity positively and staff should be aware of the language and dialect spoken by students and their families. Staff must be conscious of any racist or sexist connotations in the language they themselves use.
- 4.12 Religion – The relevant academy can provide an alternative centre for prayer and recognises religious diversities.
- 4.13 Equal opportunity issues are regularly addressed in Assemblies.
- 4.14 Monitoring – The implementation of this policy will be monitored and regularly evaluated by the Leadership Team within each academy.