

EQUAL OPPORTUNITIES POLICY

WHOLE SCHOOL GUIDELINES

South Lincolnshire Academies Trust will endeavour to create a secure, enjoyable and supportive environment where all students can thrive emotionally and academically to reach their full potential as contributing and caring members of society.

This will be worked towards by:

- Developing amongst staff an approach to an education which is student-centred and in which pastoral and academic roles are fused;
- Developing a curriculum, overt and hidden, which is continuously monitored to ensure equal access to all, regardless of class, race, gender, disability or perceived ability.

CURRICULUM GUIDELINES

The curriculum should be founded and built upon a respect for the culture, experience, emotional and academic need of its individual receivers.

The Trust will endeavour to ensure that no student experiences curriculum impoverishment due to class, race, gender, disability or perceived ability.

This will be worked towards by:

- Creating an ethos where any form of harassment is considered unacceptable by teachers, parents and students;
- Developing a curriculum context which projects positive, successful and equal images of all social classes, races, genders and disabilities;
- Ensuring equal access for all to the curriculum through suitability of context and student empowerment.

All staff should acknowledge the right of each student to express openly any dissatisfaction they have with their learning environment or grievance that they have with one another or with a teacher.

To this end staff should equip students with the necessary inter-personal skills to do so in a polite and mutually acceptable manner.

EQUAL OPPORTUNITIES

South Lincolnshire Academies Trust fully recognises its responsibility and role in providing equal opportunity for all and each of its students, irrespective of class, gender, race, physical or academic ability.

The ethos and environment of the Trust will provide a friendly, supportive and secure atmosphere for all students, acknowledging the differing needs of the social economic groups, races, genders and disabilities.

The organisation and administration of the Trust will reflect and support equality of opportunity.

The curriculum, overt and hidden, will ensure equal access irrespective of class, gender, race, physical or academic ability.

The Pastoral system, PSHE programme and the Careers Education programme will satisfy the differing needs of the above.

Classroom practice will ensure equal access and involvement irrespective of the above.

All teaching and learning materials will reflect and support the Trust's commitment to providing equality of opportunity.

The above will be achieved through continuous monitoring of enactment and outcomes.

This policy reflects the national law pertaining to Equal Opportunities.